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**VOL. XVI, No 7  
JANUARY 1959**

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# Indian Labour Gazette

Vol. XVI

January, 1959

No. 7

## SHARE OF WAGES IN FACTORY OUTPUT

[The Study Group on Wages, appointed by the Central Government, prepared some papers on the wage policy. They provide a useful background for wage-fixing authorities and are immensely informative. The Bureau has arranged to publish these papers serially for general information. This is the last of the series.\*] Editor.

A periodic assessment of Labour's share in factory output and national income is made possible in a number of countries by detailed national income statistics, returns relating to social security schemes etc., often supported by general surveys of industrial establishments. In India, national income estimates are available only from 1948, data pertaining to social security are also of recent growth and the coverage of these is incomplete. Even with these limitations, an attempt has been made in this note to present, on the basis of available data some calculations about the share of labour in factory out-put from 1948 upto and including 1953, beyond which year it was not possible to carry forward the estimates

TABLE I

Percentage Share of Workers' Earnings in Net Value of Factory Output  
(Rs. Crores)

	1948	1949	1950	1951	1952	1953
1. Net domestic product of factory establishments at current prices	528.0	519.2	524.6	612.7	612.1	731.1
2. Earnings of factory workers—						
Estimate I†	203.9	230.8	239.3	241.2	213.6	271.2
Estimate II@	189.5	215.8	236.4	215.1	210.6	292.4
3. Share of wages in factory output (% of 2 to 1)—						
Estimate I	39.5	44.3	46.1	45.9	44.7	45.5
Estimate II	35.8	41.4	44.7	40.1	40.8	40.0

\*The first of series of these articles appeared in the December 1957 issue of the Indian Labour Gazette, second in the February 1958 issue and the third in the December 1958 issue.

†Multiplying the working force by average annual earnings.

@Adding up actual wages paid in different states.

Sources—National Income Statistics.

Indian Labour Year Book.

Indian Labour Gazette.

The above table compares the net product of factory establishments derived from national income Statistics, with the earnings of factory workers. The industries chosen exclude railway workshops, ordnance factories, mints, indigo, teagrowing, coffee, dairy industries and telegraphs which are left out by the National Income Unit. Factory employees getting less than Rs. 200/- p.m. have been taken into account for computing workers' earnings. Even here, persons other than workers are excluded.

In Table I, earnings of factory workers have been arrived at by two different methods. In the first method, employment data available with the National Income Unit for the total industrial working force were adjusted to exclude persons other than workers. This adjustment was carried out by applying to the total industrial working force the ratio between workers and non-workers yielded by the Census of Manufactures. The net number of factory workers thus arrived at was multiplied by the average annual earnings per worker.

In the second method, actual wages paid to factory workers in different states were added up to arrive at the total factory wage bill for the country. These figures for actual wages paid were obtained from data for Part A and certain Part C States (Vide July 1956 issue of the Indian Labour Gazette). For Part B and the remaining Part C States, employment figures were culled out from issues of the Indian Labour Year Book and the wage bill calculated on the basis of wage rates prevailing in states with similar economic conditions. For each year an allowance had to be made to cover partial non-reporting of employment by Part B and some Part C States. For 1948, the National Income Unit have added Rs. 14 crores to net national income to cover such default and an assumption was made that approximately 50 per cent of this sum could be traced to the earnings of workers in the industries included in the present study. On this basis, Rs. 7 crores was added to the total factory wage bill for each year.

Since the first method utilises only the average annual earnings paid and the second approach takes into account actual wages paid, it may be argued that results yielded by the latter approach are more realistic.

Table I indicates that while in absolute terms, the factory wages bill has been steadily increasing every year, this increase has not always been proportionate to the increase in net factory product. The share of wages in factory output shows a significant rise between 1948 and 1949/1950 and a slight decline over the subsequent three years. Both the approaches in the Table confirm this trend, though as worked out by the second method the percentage share is generally lower.

TABLE II\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (29 Major Industries)*

	1948	1949	1950	1951	1952	1953
All India . . .	42.43	54.27	49.2	45.14	52.87	50.61
Assam . . .	39.34	43.09	60.48	56.44	64.13	53.45
Bihar . . .	41.32	41.81	37.51	44.81	37.89	41.60
Bombay . . .	44.52	57.72	47.30	47.24	50.51	59.05
Madhya Pradesh	47.83	72.72	59.31	53.23	50.94	54.60
Madras . . .	39.42	43.04	49.55	42.32	49.74	47.96
Orissa . . .	41.81	49.22	39.64	32.89	35.15	20.09
Punjab . . .	43.35	49.73	46.48	41.02	48.08	45.13
Uttar Pradesh . .	38.56	52.25	44.25	44.32	47.87	48.06
West Bengal . .	48.69	58.68	45.05	44.42	47.59	49.83
Delhi . . .	37.41	58.26	56.48	42.16	51.69	46.05

Table II shows Labour's share in the net value added by manufacturing in the 29 major industries covered by the Census of Manufactures. The percentage share of labour in Table II is higher than in Table I. This may be due to the fact that the 29 industries in Table II are the more important and better organised ones in which wage rates are comparatively higher.

Table II also exhibits regional variations. Bombay, for instance, shows the highest percentage for workers' share, while the share of wages is the lowest in Orissa.

TABLE III\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Major Industries)*

	1948	1949	1950	1951	1952	1953
Sugar . . .	26.96	14.44	24.11	29.81	27.59	28.73
Paper and Paper Products	39.11	38.08	38.58	30.13	30.60	30.26
Jute Textiles . .	55.86	60.20	52.01	42.68	57.57	29.47
Iron and Steel . .	39.72	34.01	33.42	46.56	42.23	35.64
General & Electrical Engineering	50.07	53.04	50.52	45.68	50.01	53.05
Cement . . .	27.38	29.64	25.78	26.31	21.32	23.31
Cotton Textiles . .	46.22	64.68	61.97	53.84	66.45	62.42

Tables III to X spotlight the variations in labour's share in the net value added as between different industries. Table III shows that while this share does not exceed 30 per cent. in the Sugar and Cement industries, in Cotton Textiles it is above 60 per cent. In Jute also, it is quite high. In Iron and Steel and General and Electrical Engineering industries, it is more than the average for all industries.

As for the trend over the years, in Sugar, the percentage has been rising since 1950. In Cement, it shows a steady decline; in Paper and Paper Products, there has been a sudden fall in 1951, but subsequently, the figure has remained stable. In Jute, Cotton Textiles and Iron and Steel, the percentage figure has been rising and falling, with large variations in certain years. In General and Electrical Engineering, it has varied within a narrow margin.

There may be a number of factors responsible for these inter-industry differences. Normally, it might be expected that in an industry where capital investment is large in relation to the number of workers employed, wages would represent a smaller proportion of the factory net product than in industries in which capital investment is relatively small. Even within the same industry, inter-state variations as are noticed in Tables IV to X may, to some extent, be due to units in some states using more modernised and costlier equipment, than in other states. Apart from the factor of capital investment, inter-industry variations may also be due to the fact that, on an average, workers in some industries have to be more highly skilled than in others and have, therefore, to be paid better. In other words, in those industries where, among the various factors of productions, the labour component plays a more vital role, the percentage share of labour in the net value added by manufacture may also be expected to be higher. Whether all these propositions are borne out by facts requires to be established on the basis of a more elaborate study. The remarks that follow on state-wise variations in the percentage share of workers in net factory product have therefore, to be interpreted with a certain degree of caution and in the light of the foregoing considerations.

TABLE IV

*\*Percentage Share of Workers' Earnings in Net Value of Factory Output (Cement Industry)*

	1948	1949	1950	1951	1952	1953
All India . . . . .	26.96	18.44	24.11	29.81	27.59	28.73
Bihar . . . . .	26.71	32.45	23.72	23.35	23.95	32.23
Bombay . . . . .	10.67	12.20	16.08	15.73	16.49	14.71
Madras . . . . .	21.58	20.42	17.59	27.83	19.96	20.71
Orissa . . . . .	24.84	—	—	—	—	—
Uttar Pradesh . . . . .	27.12	40.50	27.39	36.71	34.44	33.29

*\*Source—Census of Manufactures.*

In the Sugar industry, workers in Bombay get the lowest share whereas Uttar Pradesh workers get the maximum, the share of the latter being more than twice that of the former.

TABLE V\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Paper and Paper Products Industry)*

	1948	1949	1950	1951	1952	1953
All India . . . . .	39 11	38 08	38 58	30 13	30 60	30 26
Bombay . . . . .	50 49	48 44	56 58	32 00	48 27	61 95
Madras . . . . .	—	81 95	24 74	38 73	27 78	—
Uttar Pradesh . . . . .	65 89	61 55	50 99	30 33	36 64	42 68
West Bengal . . . . .	32 95	41 16	49 30	40 67	40 53	32 76

In the Paper Industry, the figures for Bombay and West Bengal appear to be comparatively more stable over the years; in Uttar Pradesh and Madras, they show large annual variations.

TABLE VI\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Jute Industry)*

	1948	1949	1950	1951	1952	1953
All India . . . . .	55 86	60 20	52 01	42 68	57 57	59 47
Madras . . . . .	41 64	26 28	20 09	18 96	16 89	24 14
Uttar Pradesh . . . . .	—	62 83	55 70	31 74	—	—
West Bengal . . . . .	55 87	79 13	51 06	43 32	57 71	58 76

While the workers' share in the Jute industry is generally high, Madras appears to provide an exception. The workers' share in the net product of the Jute industry in Madras also shows a steadily declining trend over the period 1948—1952.

\*Source: Census of Manufactures.

TABLE VII\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Iron and Steel Industry)*

	1948	1949	1950	1951	1952	1953
All India . . .	39.72	34.01	38.42	46.56	42.23	35.64
Bihar . . .	34.75	30.50	33.02	45.41	41.50	33.03
Bombay . . .	79.61	74.83	75.11	80.77	81.19	66.33
Punjab . . .	89.81	74.89	175.71	84.12	103.63	73.59
Uttar Pradesh . .	58.60	43.97	51.92	65.68	62.70	65.19
West Bengal . .	50.71	41.21	50.53	45.93	39.72	38.64
Delhi . . .	68.91	62.50	44.10	41.19	32.26	48.33

It will be seen that for certain years, workers in Punjab appear to have been successful in getting even more than the net output. Whether this is due to bonus declared out of previous year's profits or due to actual losses incurred by companies during the year in question cannot be settled without closer examination. The percentage of workers' share in Bihar is perhaps the lowest for all States and is generally even less than the percentage for all industries in Bihar itself.

TABLE VIII\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (General and Electrical Engineering Industry)*

	1948	1949	1950	1951	1952	1953
All India . . .	50.07	53.04	50.52	45.68	50.01	53.95
Assam . . .	87.56	93.16	54.91	66.43	169.13	110.94
Bihar . . .	43.52	181.49	60.42	80.91	56.70	53.15
Bombay . . .	50.04	50.14	53.46	41.09	47.93	48.03
Madhya Pradesh . .	73.57	80.23	59.41	91.31	54.47	61.16
Madras . . .	61.42	57.94	48.63	46.48	53.96	57.40
Orissa . . .	103.33	151.06	116.35	109.56	91.56	106.54
Punjab . . .	53.04	58.19	56.21	59.17	62.41	90.25
Uttar Pradesh . .	64.74	57.09	57.18	58.01	64.93	56.45
West Bengal . .	47.16	47.46	49.76	47.91	50.04	53.54
Delhi . . .	68.42	53.09	55.70	41.64	49.73	49.84

\*Source—Census of Manufactures

It is significant that workers in Orissa appear to be getting more than the net value added by manufacture for almost all the years under study. This deserves closer investigation.

TABLE IX\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Cement Industry)*

	1948	1949	1950	1951	1952	1953
All India . . .	27.38	29.64	25.78	26.31	21.32	23.31
Bihar . . .	35.18	28.48	29.38	25.23	19.17	22.91
Madras . . .	52.58	34.98	26.61	22.00	21.98	32.05

In the Cement Industry, there are no noticeable variations in the figures obtained for different states.

TABLE X\*

*Percentage Share of Workers' Earnings in Net Value of Factory Output (Cotton Textiles Industry)*

	1948	1949	1950	1951	1952	1953
All India . . .	46.22	61.68	64.97	53.84	66.45	62.42
Bombay . . .	47.54	61.93	63.77	57.73	69.78	75.41
Madhya Pradesh . .	53.29	95.59	91.75	63.04	68.60	83.19
Madras . . .	38.29	54.47	58.87	45.04	56.59	48.43
Orissa . . .	—	—	—	36.32	45.81	41.72
Punjab . . .	66.46	98.76	112.75	73.78	83.64	69.42
Uttar Pradesh . .	47.37	69.56	67.60	64.32	69.61	70.17
West Bengal . .	39.61	61.30	59.45	61.57	65.54	55.69
Delhi . . .	34.99	63.78	63.21	41.78	57.14	46.51

There is no consistent trend in the inter-state variations for the Cotton Textiles Industry except for the fact that in Orissa the percentage share of workers is low throughout.



Referring to Table I again it will be seen that on an average, factory labour gets about 40 per cent. of the net income generated by large scale enterprises in India. This stands favourable comparison with the corresponding figures for other countries. At the same time, it needs closer investigation to determine whether this percentage can be improved even under existing circumstances. The tables in this note are useful only in so far as they indicate a method of approach. The statistics themselves would have to be interpreted with a great deal of caution.

For instance, there may be a number of factors responsible for the trend indicated in Table I, viz., a rise between 1948 and 1949/1950 and a decline thereafter. It may be that the trend would be different if allowance is made for income tax payments made by the factories and if bonus payments are distributed evenly over the years. It may also be that the major factor responsible for the change in the share of labour is fluctuations in agricultural prices. On the whole, prices of manufactured products are more stable than those of the raw materials required for manufacturing. The result is that an increase in raw material prices is often associated with a decline in profit margins whereas a fall in agricultural prices reduces the share of labour in the net product of factories. Raw material prices increased during 1948-51 and declined in subsequent years, when there was a decline in agricultural prices. It may also be that the remuneration of workers which is linked to the cost of living in many industries moves up and down together with agricultural prices and thus accentuates the trend referred to above. It is significant that the All India Consumer Price Index (1949=100) increased from 97 in 1948 to 105 in 1951 and declined thereafter. If the explanation given above is correct, it would follow that year to year variations in the share of labour in factory output would be unavoidable as long as agricultural prices fluctuate widely and as long as the prices of manufactured articles do not reflect fully the variations in raw-material prices.

There would always be need for a great deal of explanation and analysis in interpreting such changes in the share of labour as we notice in the Tables. Consequently, there would always be a considerable degree of doubt as to whether any particular change in the share of labour does or does not justify a change in money-wages. If the object is to find out whether workers get a fair share or not, the situation in each unit will have to be analysed separately. Overall calculations about the share of workers in different industries and in different regions might give us an idea of the sectors or regions where wages are unduly low. Allowance, however, will have to be made for differences in capital structure, in cost of living, cost of materials and a number of other specific factors pertaining to the region or the industry. It is hardly possible to do this without getting back to a study of the situation in each individual unit. It would thus appear that for determining wages, a consideration of workers' percentage share in net factory product has very little utility, unless perhaps wages have to be determined at the level of the undertaking. Sharp judgements based on overall data about particular industries or regional data which are by no means perfect and which in any case have to be modified in a number of ways are likely to be misleading rather than helpful.

## REPORTS AND ENQUIRIES

### WORKING OF THE MATERNITY BENEFIT ACTS IN 1957

Legislation providing for the payment of cash benefits, grant of leave and other facilities for maternity relief to women workers employed in factories exists in most of the States and Union Territories of India. The State Acts have been extended to cover the women workers in Plantations also in Assam, West Bengal and Kerala. Similar benefits are being provided to the women workers employed in Mines under the Mines Maternity Benefit Act passed by the Central Government. The scope, qualifying conditions, the period and the rate of maternity benefits are not uniform under the various Acts. These have been discussed in detail in the reviews for the years 1953 and 1954 published in the April, 1955 and the February, 1956 issues of the Indian Labour Gazette respectively. In Orissa, the Maternity Benefit (Amendment) Act, 1957 came into force on 16th July, 1957 according to which the conditions were changed. The main provisions of the Central and State Acts are also given in the various issues of the Indian Labour Year Book.

The administration of the Acts in the States is generally the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act is administered in Coal Mines by the Coal Mines Labour Welfare Commissioner, and in other mines by the Chief Inspector of Mines. Annual Reports on the working of the Acts prepared by the administering authorities show statistics relating to the number of women workers covered by the Acts, number of claims made, number of claims paid, the amount of benefit paid etc. These statistics are based on the number of establishments submitting returns and hence do not give the complete picture. During the year under report, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts varied from 26.1 in Madhya Pradesh to 100.0 in Bihar and Uttar Pradesh. The overall percentage of establishments submitting returns under the State Acts was 71.5 under the Mines Maternity Benefit Act, this percentage was 58.0 for Coal Mines and 65.3 for other Mines. Further, the State Maternity Benefit Acts cease to be operative in areas where the integrated social insurance scheme framed under the Employees' State Insurance Act, 1948 is enforced. The Employees' State Insurance Act is gradually being introduced in more and more areas. Since the inception of the Second Five Year Plan upto 31st August 1958, 2,01,500 additional employees were covered in the various States under this Act. The statistics of maternity benefit paid under the Employees State Insurance Act have been presented separately in this article at the end. The above limitations should be kept in view while drawing any conclusions from the data regarding maternity benefits paid under the Maternity Benefit Acts as presented in this article. It will be readily noted that the above factors do not allow any strict comparison of the absolute figures from year to year. Therefore, in this article only certain ratio measures have been compared over the two years 1956 and 1957, but even in cases of these measures the limitations mentioned above have to be borne in mind before drawing any conclusions.

The statistics, as furnished by the Administering Authorities of the Acts, are presented here for general information. The statistics relate to States as after reorganisation.

The following table shows the statistics of maternity benefits paid under the Maternity Benefit Acts in 1957.

TABLE I  
Maternity Benefit Paid in Various States and Mines in 1957

State	No. of establishments covered by the Maternity Benefit Act	No. of establishments submitting returns	Average number of women employed in the establishments submitting returns	No. of women who claimed maternity benefit	No. of women who were paid maternity benefit in full or in part	No. of cases in which a bonus was given or maternity benefit was paid for miscarriage or death	Total amount paid
Andhra	2,039	1,354	63,512	491	435	18	12,328
Assam	369	183	59,020	11,849	11,531	8	10,61,900
Bihar	248	248	9,304	771	759	15	75,849
Bombay	4,148	2,843	53,061	2,375	2,251	—	78,924
Kerala	000	175	62,601	10,047	9,110	—	14,87,258
Madhya Pradesh	1,719	448	10,709	107	108*	—	1,285
Madras	2,208	2,033	47,089	2,315	1,348	474	1,20,909
Mysore	N.A.	140	14,842	1,467	1,433	—	63,830
Orissa	142	105	2,678	70	69	—	3,915
Rajasthan	184	90	1,358	114	61	34	6,009
Uttar Pradesh	219	219	2,311	26	26	11	1,639
West Bengal	841	751	34,201	1,727	1,662	9	2,13,945
Total	12,717	9,089	3,60,706	31,359	29,064	549	31,37,266
Coal	843	489	22,594	MINES	2,666*	—	1,12,316
Others	2,537	1,656	69,437	5,527	5,702	716	2,12,287
Total Mines	3,380	2,145	92,031	8,089	8,168*	716	3,24,603

N.B.—No figures for Punjab and Delhi appear in the above table as in these States maternity benefits were paid under the Employees State Insurance Scheme only.

\*Including some cases pending from the previous year

N.A.—Not available.

Among States, Assam reported the largest number of cases in which maternity benefit was paid followed closely by Kerala. In both these States plantation workers are covered under the Act. The statistics show that employment of women workers was high in Andhra, Bombay, Madras and West Bengal also but the number of claims made for maternity benefit was comparatively low in these States as compared to Assam and Kerala. The proportion of women workers who were paid maternity benefit in full or in part to the total number of women workers who claimed such benefit was fairly high in all States except Madras and Rajasthan.

Table II shows the percentage of women who claimed maternity benefit to the total number of women employed in units furnishing returns and the average amount of maternity benefit paid per case in the various States and Mines. In this Table, the ratio-measures have been presented side by side for 1956 and 1957 but great caution needs to be exercised in comparing the figures because of the limitations of the statistics discussed earlier.

TABLE II

*Percentage of Claims Made and the Average Amount of Maternity Benefit Paid in Various States and Mines (1956-57)*

State	No. of Claims made per 100 employed women		Average amount of benefit paid per case	
	1956	1957	1956	1957
			Rs.	Rs.
Andhra . . . . .	11	0.8	21	28
Assam . . . . .	22.1	20.1	86	92
Bihar . . . . .	9.3	8.3	103	104
Bombay . . . . .	4.7	4.3	37	35
Kerala . . . . .	25.2	16.0	58	163
Madhya Pradesh . . . . .	1.1	1.0	39	66
Madras . . . . .	5.2	4.9	61	78
Mysore . . . . .	12.0	9.9	89	44
Orissa . . . . .	2.5	2.6	52	57
Rajasthan . . . . .	13.7	8.4	117	108
Punjab . . . . .	0.07	*	87	*
Uttar Pradesh . . . . .	1.7	1.1	70	63
West Bengal . . . . .	6.0	5.0	132	129
Average . . . . .	11.8	8.7	77	108
Mines				
Coal . . . . .	11.0	11.3	43	42
Others . . . . .	8.6	8.0	41	39
Average Mines . . . . .	9.4	8.8	42	40

\*Vide NB. under Table I.

The average maternity benefit paid per case was Rs. 93 in 1957 taking all States and mines together. The figure varied appreciably from State to State, the highest recorded by Kerala being Rs. 163 and the lowest recorded by Andhra being Rs. 28.

Table III shows information relating to the number of complaints received and prosecution launched in the various States in 1957 under the Maternity Benefit Acts.

**TABLE III**  
**Number of Complaints Received and Prosecutions Launched in Various States in 1957**

State	Number of	
	Complaints received	Prosecutions launched
Andhra . . . . .	—	1*
Assam . . . . .	129	—
Bihar . . . . .	4	—
Bombay . . . . .	57	8
Kerala . . . . .	167	—
Madras . . . . .	20	10
Madhya Pradesh . . . . .	3	—
Total . . . . .	400	10

\*Complaint received during 1956

In Bihar, apart from the 4 complaints indicated above, 52 other minor violations were observed during the course of routine inspections. In each of these cases, instructions were issued to the employers for removing the defects and such instructions were complied with. No occasion arose to prosecute any of the employers for violation of the Act or the Rules framed thereunder in this State. It will appear that the number of complaints received was the highest in Kerala followed by Assam. In Assam, all the complaints received were from the plantation sector. In Kerala also, the majority of the complaints were from this sector. Prosecutions were launched only in a few cases as the violation of the Acts or the Rules framed thereunder which led to the complaints was generally of a very minor nature.

Table IV shows the statistics relating to maternity benefit paid under the Employees' State Insurance Act in 1957.

TABLE IV

*Amount of Maternity Benefit Paid under the Employees' State Insurance Act, 1948 in 1957*

States	No. of women insured as on 31.12.56	No. of women who claimed maternity benefit during 1957	No. of claims accepted and paid either fully or partially during 1957	Amount of benefit paid during 1957
				Rs.
Andhra . . . .	2,379	311	296	26,757
Bombay . . . .	32,981	1,586	1,347	2,39,744
Kerala . . . .	5,199	428	1,128†	35,130
Madras . . . .	17,477	793	1,011†	1,10,753
Madhya Pradesh . .	5,092	391	310	37,694
Punjab . . . .	1,240	37	56†	1,792
Rajasthan . . . .	916	108	58	1,486
Uttar Pradesh . . .	1,392	26	27†	2,266
West Bengal . . . .	8,391	470	420	33,275
Delli . . . . .	1,215*	53	53	3,290
Total . . . . .	58,444	4,203	4,730	4,92,095

\*Relates to 31.12.57

†Some of the claims relate to the earlier year.

The extent of the areas covered under this Act varies from State to State. Taking all the States together, the number of women who claimed benefit formed about 54 per cent of the total women insured, and the average amount of benefit paid per case was about Rs. 104.

## ANNUAL REPORT OF THE MADRAS DOCK LABOUR BOARD FOR THE YEAR 1957-58

The Madras Dock Labour Board, responsible for the administration of the Madras Dock Workers (Regulation of Employment) Scheme, 1956 consisted of 4 representatives each of the Government and Dock workers and 2 representatives each of the Shipping Companies and Madras Stevedores' Association. The Board held four meetings during the year. As in the past all important matters were referred to the respective Sub-Committees constituted by the Board and their recommendations were generally accepted.

On the recommendations of the Piece Rate Committee constituted by the Central Government, the system of piece-rate working was introduced in the port of Madras with effect from 1st March, 1958. At the end of the year under report, the Board was examining the Resolution of the Central Government Officer on Special Duty's recommendations in so far as they relate to the employees of the Dock Labour Board.

During the year under review, there was an improvement in the employment situation of Reserve Pool Workers while there was a decrease in the number of Monthly Workers. A number of monthly workers were transferred from monthly to Reserve Pool. The total number of Reserve Pool and Monthly Workers employed at the end of March, 1958 was 1,638 and 241 respectively as compared to 1,489 and 252 respectively on 1st April, 1957.

With a view to ensure an effective working of the Piece-Rate Scheme, the Board entrusted the work of forming the Reserve Pool Workers into gangs to the Gangs Composition Committee. At the same time, the Port Trust had taken a decision to do away with the third shift with effect from 1st March, 1958. The Gang Composition Committee after taking all these factors into consideration recommended the formation of 126 gangs (each gang consisting of 9 Mazdoors). The recommendation of the Committee was accepted by the Board and all the Reserve Pool Gangs were given work in rotation with effect from 1st March, 1958.

During the year under review, the Board accepted the recommendations of the Registration Committee which proposed an increase in wages of Stevedore workers ranging from 20 to 40 per cent both for Reserve Pool and Monthly workers to take effect from 15th June, 1957. It was also agreed that the revised wages should form the basis for fixing the piece rate earnings by the Piece Rate Committee.

A Gratuity Scheme for workers mainly based on the Bombay Scheme was enforced from 1st January, 1958. Besides, an ex-gratia monetary benefit to dependents of 11 workers who had died prior to the introduction of the gratuity scheme was paid at the rate of Rs 150 each.

On a representation from the Madras Stevedores' Association, the Board reduced the general levy from 27½ per cent to 20 per cent. with effect from 1st October, 1957. Subsequently in view of the introduction of the Piece Rate Scheme the rate of general levy was revised and was fixed at 35 per cent. on the time-rate wage bills.

The Welfare Levy was retained at 10 per cent of the time-rate wage bills. The Board has a programme for a Housing Scheme to house 500 workers with the accumulated surplus for Welfare Fund along with the anticipated Government assistance by way of loan and subsidy. For this purpose, the Board had accumulated Rs. 1,92,880 at the close of the year after spending about Rs. 250 lakhs on the purchase of 21 acres of land.

The annual Income and Expenditure Account for the year under review show that the total amount disbursed to workers under different heads during the year was Rs 22,47,087. The surplus for the year carried to General Fund Account was Rs 20,231 bringing the total accumulated surplus at the end of the year to Rs 2,02,575.

Two Sub-Committees were formed during the year, under the Unregistered Dock Workers (Regulation of Employment) Scheme, 1957 to fix the number of workers and employers to be listed. The Board has listed 29 employers and fixed the number of workers to be listed at 4,200 under all the categories.

During the year 1957-58, eight holidays were declared for the Reserve Pool Workers. The leave facility to the workers and the staff continued to be same as in previous year. The leave wage for Reserve Pool Workers was fixed at Rs. 2.75.

The medical facilities were the same as in the previous year. The average attendance at the Board's Dispensary was 90 workers per day. The total number of complaints received under the Scheme during the year was 260. Of this action was taken in 118 cases.

#### DERMATOSES SURVEY IN TAR AND BYE PRODUCTS PLANTS IN BIHAR

The Factory Inspection Department of the Government of Bihar conducted the above survey with a view to finding out the rate of incidence of Dermatitis—a disease which affects the skin of industrial workers due to contact with certain gases, vapours and dusts in the particular processes and industries where this hazard existed. The investigation was confined to manufacture of coke and its bye-products. A report embodying the results of the survey has been published\* by the Government of Bihar. A summary of the important findings of the survey and the recommendations made in the report are given in the following paragraphs—

The survey covered three of the four big factories which were manufacturing coke and its bye-products in the Jharia Coal-Field area. All the three selected factories were located in Manbhum District. Out of a total of 1,574 workers engaged in the factories covered, 654 (41.5 per cent) male workers with service of three years or more were examined for skin diseases. Of the workers examined, 10.4 per cent were suffering from skin diseases—most of which were quite likely to occupational origin. The cases of skin lesions included Acne, Comedones, Erythema, Eczema, Ringworms, Pustular Folliculitis, Tar and Acid burns, Pityriases and Warts. No case of cutaneous cancer or cancer of the scrotum, skin lesions of venereal origin,

\* Dermatoses Survey in Tar and Bye Products Plants in Bihar, Secretariat Press, Bihar, Patna (1957), price 37 nP.  
L/P354Dof LB—3



tuberculides or granulomas was found. This compares favourably with findings in western countries where cutaneous cancer particularly of scrotal region and epitheliomas are common. The survey also revealed that the workers in the Sulphate of Ammonia, Napthalene and Benzol Acid plants were comparatively less affected. Workers engaged in tar distillation, pitch manufacturing and Acid plants mainly need attention in order to protect them from skin affections. It was also found that there was a general tendency, amongst the class of workers engaged in the industry, not to view these ailments with any degree of seriousness.

The steps recommended on the basis of the survey, for protection and treatment of workers against Dermatitis are given below:—

- (i) Improvement in the house keeping to prevent excessive coal dust nuisance at the work sites,
- (ii) Prevention of floors getting thick layers of tar deposits or alternatively providing protective foot wear to workers in the coke oven, tar distillation and pitch manufacturing sections,
- (iii) Provision of shower baths and washing facilities near work sites,
- (iv) Supply of skin cleansing emulsions or liquid soap,
- (v) Periodical medical examination for Skin troubles and medical advice to the workers,
- (vi) Hospital treatment for incapacitating Skin troubles, and
- (vii) Notification in cases of recurring and multiple warts, epitheliomas and cutaneous cancers

## LABOUR LAWS AND DECISIONS

### LAWS

#### MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) ACT, 1958

The Government of Madras have passed the above Act to regulate the conditions of work in beedi industrial premises in the State. It received the assent of the President on the 3rd December, 1958 and has been published in the State Gazette for general information. It shall come into force on such date as the State Government may by notification, appoint

The Act *inter alia*, provides for licensing beedi industrial premises, appointment of Inspectors and prescribing their powers; standards of cleanliness and ventilation, prevention of overcrowding in the premises of the beedi industry, arrangements for supply of drinking water, latrines and urinals, washing facilities, creches, first aid, canteens for workers, working hours, rest intervals, weekly holidays, annual leave with wages, wages for overtime work, prohibition of employment of children, etc

(The Fort St George Gazette of December 10, 1958)

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**MADRAS INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958**

The above Act received the assent of the Governor of Madras on the 4th December, 1958 and shall come into force on such date as the State Government may, by notification, fix. Salient features of the Act have already been published in July, 1958 issue of the Indian Labour Gazette

(The Fort St. George Gazette of December 10, 1958).

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**KERALA INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) BILL, 1958**

The Government of Kerala have published the text of the above Bill for general information. The Bill seeks to grant seven paid holidays including two National holidays viz., 26th January and 15th August, and one on 1st May in each calendar year to persons employed in industrial establishments in the State of Kerala. The other four holidays are to be determined by the Inspector in consultation with the workers and managements. The Bill also, provides for the appointment of Inspectors and specifies their powers. Penalties for contravention, etc., of the provisions of the Act have also been prescribed.

(Kerala Gazette of November 21, 1958)

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**KERALA SHOPS AND COMMERCIAL ESTABLISHMENTS BILL, 1958**

The Government of Kerala have published the above Bill in the State Gazette for general information. The aim of the Bill is to consolidate and amend the law relating to the regulation of conditions of work and employment in shops and commercial establishments in the State of Kerala. It shall on or from the date of the commencement of the Act, repeal the Weekly Holidays Act, 1942 in its application to the State, the Travancore-Cochin Shops and Commercial Establishments Act, 1125 and the Madras Shops and Commercial Establishments Act, 1947 in so far as it applies to the Malabar district. Main provisions of the Bill relate to hours of work, holidays and leave, wages, employment of children and women, health and safety, enforcement and inspections, penalties, etc.

(Kerala Gazette of November 21, 1958).

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**WEST BENGAL INDUSTRIAL DISPUTES RULES, 1958**

The Government of West Bengal have framed the above Rules under the Industrial Disputes Act, 1947. A summary of these rules has already been published in December, 1957 issue of the Indian Labour Gazette.

(Notification No. 4771-I.R./I.R./I.R.-2/57 dated the 15th November 1958—The Calcutta Gazette of December 4, 1958).

## DRAFT MADHYA PRADESH SHOPS AND ESTABLISHMENT RULES, 1958

In exercise of the powers conferred by Section 59 of the Madhya Pradesh Shops and Establishments Act, 1958, the Government of Madhya Pradesh propose to make the above Rules which have been published in the State Gazette for information of all persons likely to be affected thereby. The draft rules relate to matters concerning, *inter alia*, registration of establishments, duties of Inspectors, employment of children and young persons, leave, overtime wages to workers.

(Notification No 394/XVI, dated the 17th December, 1958—  
Madhya Pradesh Gazette of December 19, 1958).

## INDUSTRIAL DISPUTES ACT, 1947—DECLARATION OF PUBLIC UTILITY SERVICES

State	Category of Service	Notification Number and Date	Period
Andhra Pradesh	(i) Sugar Industry	G.O.M.S. No 8732 dated the 24th November, 1958.	For a further period of six months from 28.11.1958.
Do.	(ii) Motor Transport	G.O.M.S. No 2889 dated the 16th December, 1958.	For a further period of six months from 27.12.1958.
Do.	(iii) Air Transport Industry.	G.O.M.S. No 2759 dated the 28th November, 1958.	For a further period of six months from 2.12.1958.
Do.	(iv) Salt Industry	G.O.M.S. No 2770 dated the 1st December, 1958.	For a further period of six months from 5.12.1958.
Bihar	Sugar Industry	III/DI-14033/38L 19087 dated the 1st December, 1958.	For a period of five months from 1.12.1958.
Madras	Cement Industry	G.O. Rt No 1611 dated the 10th December, 1958.	For a further period of six months from 1.11.1958.
Do.	Air Transport Services	G.O. Rt No 1815 dated the 18th November, 1958.	For a further period of six months from 23.12.1958.

## DECISION

### AWARD OF THE FIFTH INDUSTRIAL TRIBUNAL, WEST BENGAL IN AN INDUSTRIAL DISPUTE BETWEEN THE WORKMEN AND THE EMPLOYERS OF THE ENGINEERING FIRMS EMPLOYING MORE THAN 250 WORKERS

At the end of December 1956, the Government of West Bengal referred an apprehended industrial dispute between the employers and the employees of 74 engineering firms of the State involving several issues such as wages and dearness allowance, fixation of grades and scales of pay, etc., to the Fifth Industrial Tribunal. It may be recalled here that the First Engineering Tribunal had prescribed in 1948 a minimum of Rs 30 as basic wage and Rs 25 as dearness

allowance. Two years later i.e. in 1950 the Second Omnibus Engineering Tribunal had enhanced the dearness allowance from Rs. 25 to Rs. 31.

It was contended by the workers' representatives that the engineering industry in the State was firmly established and was yielding colossal profits and could therefore, afford to pay a living wage to the workmen. Moreover it enjoyed certain special advantages over the industry in other States in the form of close proximity to raw materials and cheap transport facilities. It was also claimed on behalf of workmen that the occupational hazards, responsibility and technical skill involved in the industry along with the ever increasing cost of living justified their claim for higher wages. The employers' associations refuted the allegation that the industry was making huge profits and urged that the prices of pig iron and steel had increased considerably. Besides, the restrictions imposed on imports of raw-materials had created a scarcity of these raw materials. The employers agreed that they were paying bonuses to the workmen besides providing various amenities e.g. medical aid, canteen etc. and therefore, stubbornly opposed only enhancement in wages. It was further contended by the employers that the wage structure is a long term agreement and should not be disturbed unless there was a material change of circumstances. As regard the grades and scales of wages, classification of workmen etc., the employers contended that these issues should not be dealt with by the Tribunal, but by a Committee of Experts. The employers also opposed automatic or guaranteed time scales since it would place an additional burden on the industry and would jeopardise its competitive position. As regards the increase in dearness allowance, the employers argued that the sudden rise in the cost of living index was only a temporary phase and that it would go down as effective measures had been taken by the Government.

The Tribunal did not accept the employers' view that wages once fixed should be left undisturbed for a considerable length of time. Summing up the material changes that had occurred since the award of the First omnibus Engineering Tribunal in 1948, the present Tribunal cited the examples of Jute and Cotton textile industries where the wages had been considerably increased since 1948. In the jute industry, the total emoluments were increased from Rs. 58.50 in 1948 to Rs. 63.60 in 1951 and again Rs. 67.17 in 1955. Similarly, in cotton textile industry, the emoluments were increased from about Rs. 50/- p.m. to Rs. 60.67 p.m. Similarly in the coal industry, the total wages had gone up to Rs. 68-1-0 as a result of the award of 1956. On the contrary, in the case of engineering industry, the total emoluments were Rs. 55/- in 1948 (as a result of First Award) and Rs. 61/- in 1950 (as a result of Second Award).

The Tribunal was, therefore, of the view that even after making allowance for the additional amenities such as increased provident fund contributions, production bonus, canteen facilities, workers in the engineering industry were being paid only a minimum wage. Moreover, bonus and provident fund contributions do not form a part of wages according to the Industrial Disputes Act 1947 nor does the provision of canteen facilities. After taking into consideration the changes stated above and various other factors, the Tribunal was more than convinced that the workers were justified in claiming

higher wages The Tribunal, therefore, awarded a monthly emolument of Rs 71/- (comprising Rs 35/- as basic wages and Rs. 36/- as dearness allowance) for the lowest paid worker in the engineering industry in the State thereby enhancing their monthly emoluments by Rs 10 The Tribunal did not approve of the use of the terms unskilled, semi-skilled and skilled and instead laid down the pay scales as under:—

**Group D** (corresponding to the unskilled category in previous award)

Rs 35/- p.m. for heavy manual work such as transport of goods, etc Scale—Rs 35—1.25/2—37.50 for workmen who improve their efficiency.

**Group C** (corresponding to the semi-skilled category).

Rs 40—1 25—65 in five slabs of Rs 5 each—each slab covering a period of 4 years

**Group B** (corresponding to the skilled category).

Rs 75—2—115 in 5 slabs of Rs. 8 each—each slab covering a period of 4 years.

**Group A.** (corresponding to the highly skilled category).

Rs. 110—3—155 in 5 slabs of Rs. 9 each—each slab covering a period of 3 years

(These wage rates are for 26 working days in a month and for 8 hours a day).

Within each slab the increment is annual and automatic But the lift from one slab to the next higher one within the same group will more or less depend upon the efficiency of the worker which should be decided by a Board comprising the Manager, Engineer-in-charge, Chief Personnel Officer or the Labour Officer Thus a worker is assured of automatic annual increments within each slab subject to his being efficient and for which incentives have been provided during the entire period of service Dearness allowance awarded by the Second Omnibus Engineering Tribunal in 1950 (viz Rs 31) was increased by Rs 5 and remained linked to the basic pay groups as under:

Pay range	Dearness allowance
Up to Rs. 50/-	Rs 35/-
Rs 51/- to Rs 100/-	Rs. 47/-
Rs. 101/- to Rs. 150/-	Rs 53/-
Rs. 151/- to Rs 200/-	Rs 59/-
Rs. 201/- to Rs 250/-	Rs 65

The increment of Rs 5 in the dearness allowance was based on the 25-point rise in the cost of living index between 1950 and 1957. The quantum of dearness allowance was subject to revision, at the end of each financial year The revision is to be based on the fluctuations in the cost of living index i.e. rupee one for every five-point increase or decrease (Source The Calcutta Gazette—Extraordinary dated 5th November, 1958)

# LABOUR INTELLIGENCE

## INDIAN

QUARTER IN REVIEW (OCTOBER—DECEMBER, 1958)

### 1 EMPLOYMENT SITUATION

*Employment Committee*—It was announced in the Lok Sabha on the 21st November, 1958 that a Central Committee on Employment was being set up to assess the employment and unemployment trends in the country and to recommend measures for expanding employment opportunities. The Committee would advise the Union Ministry of Labour and Employment on the development of the national employment service deployment of personnel retrenched on the completion of development projects and development of youth employment service and employment counselling at Exchanges. Besides, the Committee would assess the requirements of trained craftsmen and advise the National Council for Training in Vocational Trades on this matter. The Committee would consist of 30 members including representatives of State Governments, employers, workers and Members of Parliament. The Union Minister for Labour and Employment would be the Chairman of the Committee.

*Training Course for Employment Officers*—In order to meet the demand for trained staff to man the new Employment exchanges which were being opened in the country under the Second Five Year Plan, a three-week training course for employment officers was organised at the Directorate General of Resettlement and Employment, New Delhi early in November 1958. The course was attended by about 30 officers from different States.

*Employment Exchanges*—The number of registrations at the exchanges, the average number of employers utilising the services of exchanges, total number of vacancies notified and the number of placements effected during the quarter under review were 5,73,406, 6,507, 90,730, and 60,191 respectively. The number of applicants on the Live Register was 11,83,299 at the end of December, 1958 as against 11,53,900 at the end of the previous quarter.

Out of 133 exchanges to be opened during the Second Plan period, 70 had been established bringing the total number of exchanges opened up to the end of October 1958 to 208.

### 2 WAGES

The work in connection with the preparation of experimental wage maps for Bombay and Kanpur with such data as are readily available remained in progress. Its completion will necessarily take time, as it involves heavy work. This work has been taken up in pursuance of the recommendation made by the Steering Group on wages.

### 3 INDUSTRIAL RELATIONS

The number of industrial disputes, workers involved therein and the number of man-days lost during the quarter were 383, 1.18 lakhs and 6.21 lakhs respectively as against 351, 2.09 lakhs and 15.40 lakhs respectively in the previous quarter.

Joint Councils of Management but had not yet done so should set up such councils without any further delay. Such of those units which had not been able to set up these councils because of certain genuine difficulties should be removed from the list of 50 units originally selected and should be substituted by other units. The Committee felt that the list was not exhaustive and that units where parties concerned were willing to start Joint Management Councils should also be included. Until 8th December, 1958, 12 units in the private sector and four in the public sector had introduced schemes of labour participation in management.

## 5 LABOUR LEGISLATION

The Union Ministry of Labour and Employment has decided to amend the Indian Trade Unions Act, 1926. The amendments, *inter alia*, provide that a membership fee of at least four annas a month should be prescribed in the rules of a trade union. It is also proposed to give the Registrar of Trade Unions or his nominee powers to inspect the books of a trade union. In the State sphere, the Government of Punjab have enacted the Punjab Maternity Benefit (Amendment) Act. The Act received the assent of the Governor of Punjab on the 8th October, 1958. Similarly, the Government of Rajasthan introduced a Bill in the Rajasthan Assembly on the 24th October, 1958 to amend the Rajasthan Maternity Benefit Act, 1953. The Bill seeks to make provisions in the Rajasthan Maternity Benefit Act for the minimum standards laid down by the Government of India keeping in view the provisions of the I.L.O. Convention and Recommendation and the position of the State Laws on the subject. The Government of Madras enacted the Madras Beedi Industrial Premises (Regulations of Conditions of Work) Act, 1958. The Act seeks to regulate the conditions of work in beedi industrial premises in the State of Madras. Besides the above, the Government of Kerala have published in the State Gazette the following Bills for the general information —

- (i) The Kerala Shops and Commercial Establishments Bill, 1958, to consolidate and amend the law relating to the regulation of work and Employment in Shops and Commercial establishments in the State; and
- (ii) The Kerala Industrial Establishments (National and Festival Holidays) Bill, 1958 to provide for the grant of National and Festival holidays to persons employed in industrial establishments in the State.

## 6. COMMITTEES, CONFERENCES, ETC

The 17th Session of the Standing Labour Committee was held in Bombay on the 28th and 29th October, 1958. The main items discussed were: (i) Evaluation and Implementation of Labour enactments (ii) Workers' participation in management, (iii) Legislation to regulate working conditions of motor transport workers, (iv) Amendment of the Industrial Disputes Act 1947, (v) Superannuation age for industrial workers, (vi) Study of major strikes from the point of Code of Discipline, (vii) Review of the working of the Employees' State Insurance Scheme, and (viii) Grant of exemption from the provisions of the Employers' Provident Funds Act to factories re-starting under new ownership after closure. The conclusions/recommendations of

the Committee were published in November, 1958 issue of the Indian Labour Gazette.

### 7 OTHER IMPORTANT EVENTS, ETC.

Opening the South-East Asia Conference on Industrial and Occupational Health at Calcutta on the 24th November, 1958, the Union Minister of Labour and Employment emphasised the need for intensive efforts to tackle the problems relating to industrial and occupational health

Under the Central Government's Scheme of Workers' Education, a batch of 60 teacher-administrators is now undergoing training in Bombay. These administrators will, after completing their course, train worker-teachers at ten Centres in different parts of the country.

The Government of Bombay has decided to introduce a pilot project on "Workers' education" for industrial workers in the Bombay City on an experimental basis. The first of its kind in India the project is being put into operation by the Institute of Labour Welfare Workers which has been specialising in Labour Welfare Courses. The objectives of the scheme are (1) to enable the workers to be good and efficient workers and useful citizens, (2) to promote better industrial relations, (3) to enable the workers to understand modern economic and other trends and (4) to discipline the mind of workers and develop their thinking power and latent potentialities.

The Government of India ratified Convention (No 107) concerning the Protection and Integration of Indigenous and other Tribal and semi-Tribal populations in Independent Countries. The convention will come into force for India from the 29th September, 1959. The Government of India has also decided to ratify the I.L.O. Convention (No 88) regarding the Organisation of Employment Service.

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## MONTHLY LABOUR NEWS—NOVEMBER, 1958

### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows—

- (i) Compared to the previous month, registrations at the Employment Exchanges decreased by 24,285, i.e., by 12.6 per cent. At the end of the month, the number of applicants on the Live Register was 11,59,031 as against 11,64,369 at the end of the previous month, thus registering a decline of 5,338, i.e., by 0.5 per cent.
- (ii) The total number of vacancies notified to the Exchanges recorded a decline of 6.7 per cent. The number of vacancies notified decreased in the public sector and increased in the private sector. Of the vacancies notified to the Exchanges during the month, 87.5 per cent were in the Government and quasi-Government establishments and local bodies. The number of employers utilising the services of Exchanges declined from 6,531 during the previous month to 6,351 during the month i.e., by 2.8 per cent.



- (iii) The particulars of 1,12,059 applicants as against 1,13,991 during the previous month were forwarded for available job opportunities. The number of placements effected during November, 1958, was 18,911 as compared to 20,243 in October, 1958, thus recording a decline of 6.6 per cent.

The relevant statistics are presented in the following table.—

	November, 1958	October, 1958
Registrations . . . . .	1,68,080	1,92,365
Number on Live Register . . . . .	11,59,031	11,64,369
Number of Employers Utilising the Services of Employment Ex changes	6,351	6,531
Vacancies Notified . . . . .	29,027	31,113
Placements Effected . . . . .	18,911	20,243

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 43 closures in 40 of which 3,101 workers were affected, as against 42 closures affecting 6,641 workers in 39 cases in the preceding month. Of the 43 closures, 13 were due to shortage of raw material, 6 each due to slackness in trade and uneconomic working, 4 due to dissolution of partnership, 3 due to accumulation of stocks, 2 due to financial difficulty and 1 each due to non-renewal of license, expiry of lease, end of season and financial loss. The reasons for 5 closures are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 12 units in 8 of which 162 workers were affected. In the previous month, retrenchments were reported from 17 units affecting 812 workers. The main reasons for retrenchment during the month were shortage of raw material, trade reasons and accumulation of stocks.

(d) *Lay Off*—In the States supplying information, 63 units laid off 2,206 workers mainly due to shortage of work, financial difficulty, accumulation of stocks and break-down of machinery.

(e) *Employment in New Factories and Factories Re-opened after Closure*—In the States supplying information, 62 new factories were registered in 7 of which 178 workers were proposed to be employed. Information relating to employment potential in the remaining 55 units is not available. Thirteen factories re-opened after closure in which 1,348 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

## WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various Labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and if any infringements are noticed attempts are made to rectify the same. Recourse to legal action in the shape of prosecution is taken generally in cases of gross violations or against habitual defaulters. The table on page 545 shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of November, 1958, under the Factories Act, Payment of Wages Act, Minimum Wages Act and the Shops and Commercial Establishments Act in some of the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Unions Act, 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.

NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING NOVEMBER, 1958

State	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered unions at the end of the month
Andhra Pradesh . . . . .	N.A.	6	48	N.A.
Assam . . . . .	150	6	—	156
Bihar . . . . .	658	6	—	664
Bombay . . . . .	1,849	20	251	1,618
Kerala . . . . .	N.A.	12	—	N.A.
Madhya Pradesh . . . . .	313	1	—	314
Madras . . . . .	886	17	7	896
Mysore . . . . .	378	6	—	384
Orissa . . . . .	N.A.	4	—	N.A.
Punjab . . . . .	446	3	—	451
Uttar Pradesh . . . . .	975	17	7	985
West Bengal . . . . .	2,224	8	1	2,231
Delhi . . . . .	318	8	1	325
Tripura . . . . .	30	—	—	30

## ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED, ETC., UNDER CERTAIN LABOUR LAWS IN NOVEMBER, 1953

(a) Number of establishments inspected.

(b) Number of prosecutions launched.

(c) Number of convictions obtained.

State	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Act		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Assam . . . . .	28	—	—	38	—	—	30	—	—	307	2	—
Bihar . . . . .	—	—	—	—	—	—	51	—	—	1,407	1	4
Bombay . . . . .	1,420	15	43	114	—	—	61	—	—	945	6	10
Kerala . . . . .	212	—	5	64	—	—	453	—	—	1,001	6	3
Madhya Pradesh . . . . .	386	—	—	—	—	—	331	19	—	3,982	300	88
Madras . . . . .	1,288	38	59	858	1	—	708	—	—	49,770	33	29
Mysore . . . . .	77	—	1	—	—	—	123	—	—	3,156	106	21
Orissa . . . . .	49	—	—	103	—	—	107	—	—	—	—	—
Punjab . . . . .	180	47	14	3,882	—	—	644	—	—	16,303	567	72
Uttar Pradesh . . . . .	533	—	—	259	—	—	1,121	2	—	7,131	52	38
West Bengal . . . . .	449	2	—	349	—	—	—	—	—	6,993	388	—
Delhi . . . . .	68	—	—	31	—	—	270	11	—	1,540	377	212
Tripura . . . . .	—	—	—	—	—	—	38	—	—	38	—	3

## INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

The number of undertakings where standing orders were certified during November, 1958 in some of the States was as follows: Andhra—one (Cement Concern), Madras—10, Uttar Pradesh—3 and West Bengal—7

## WORKMEN'S COMPENSATION ACT, 1923

In Kerala, 33 cases were decided and a total sum of Rs. 62,796 was paid towards compensation during the month. In Madras, a sum of Rs. 19,007 was deposited with the Commissioner for Workmen's Compensation during the month for making payment in respect of 11 fatal and 36 permanent disablement cases. In West Bengal, 193 cases were decided during the month and a sum of Rs. 106,220 was deposited with the Commissioner for Workmen's Compensation for making payment to the persons concerned. In Delhi, 11 cases were disposed of by the Commissioner of Workmen's Compensation Act during the month

## WORKERS' EDUCATION

In Andhra Pradesh, 7,550 workers attended English, Hindi, Telugu and Urdu classes conducted in different welfare centres during October, 1958. The reading rooms were patronised by 1,402 workers and 336 books were issued from the libraries at these centres. In Bombay, 10,500 adults—both men and women who were taking part in social education classes, were examined during November, 1958. In Uttar Pradesh, adult education classes were held at 3 labour welfare centres in Kanpur during the month. The average daily attendance in these night schools was 38. In West Bengal, programme of primary education for workers' children and literacy classes for adult workers was continued in all the labour welfare centres during the month

## LABOUR WELFARE

In Andhra Pradesh, workers attended the welfare centres in large numbers and took active part in the various activities sponsored by them, viz, cutting, tailoring and knitting classes, outdoor and indoor games, etc. In Bihar, all the welfare centres continued to function satisfactorily. A special programme of Cultural activities was arranged at the Welfare Centre in Jamshedpur on the occasion of the visit of the Union Minister for Labour and Planning. In the Punjab, all the welfare centres continued to provide educational and recreational programmes to workers and their families. In Uttar Pradesh, welfare activities like outdoor games, children's sports, music programmes, etc., were continued to be organised during the month at the various labour welfare centres. A variety programme to celebrate the birth day of the Prime Minister was also held in one of the welfare centres in Kanpur wherein nearly 5,000 persons took part. In West Bengal, there were 30 labour welfare centres. Medical facilities were also available in twelve of these centres. In Delhi, usual welfare activities were carried on in all the labour welfare centres. Besides, celebrating Plan Publicity Week, special music programmes were also organised in all the centres.

## INDUSTRIAL HOUSING

In *Uttar Pradesh*, 6,680 quarters had been completed up to the end of October, 1958 and 60 were under construction under phase IV of the Subsidised Industrial Housing Scheme Under the Sugar Housing Scheme, 1,287 quarters had been completed up to November, 1958 and 120 were under construction in 58 sugar factories. In *West Bengal*, a meeting of the Advisory Board for Housing of Labour in Tea Plantations was held during the month, in which standard of accommodation and specification of houses were discussed.

## COMMITTEES, CONFERENCES AND ENQUIRIES

In *Bihar*, the Minimum Wages Committee for the fixation of minimum wages in agriculture in *Purnea* district met during the month under review. In *Bombay*, field enquiries into employment and wages of workers in Theatres, Studios and Plastics Industry were completed during November, 1958. In *Kerala*, the Industrial Relations Committee for Timber Industry met during the month and recommended that the concessional supply of timber to the industry should be based on production and the standing of a particular concern and such concessions should not be granted to all and sundry. It also recommended that the match industry in the State should be exempted from the levy of Sales Tax on raw materials required for the manufacture of matches. In *Madras*, a meeting of the Liaison Committee, constituted for the maintenance of liaison between the Central Industrial Relations Machinery and the State Government, was held during the month under review. The sixth meeting of the State Housing Board was also held to discuss the progress of the various housing schemes in the State. In the *Punjab*, the State Labour Advisory Board met during the month and discussed various problems concerning labour and industry. In *Uttar Pradesh*, the Standing Tripartite Committee for Textile Industry, outside Kanpur, held its third meeting during the month. The matters considered at this meeting were (i) the progress of implementation of decisions taken at its last meeting, (ii) expediting the report of the Sub-Committee for Standing Orders in textile concerns outside Kanpur; and (iii) finding out ways and means to ease the difficulties of these units in regard to sale-tax on yarn. A meeting of the State Employment Advisory Committee was also held during the month under review. In *West Bengal*, a meeting of the Evaluation Committee was held during the month which discussed the cases involving non-implementation of agreements and awards and the working of the Code of Discipline in Industry. A meeting of the Industrial Relations Liaison Committee was also held to discuss, among other things, the question of "Bonus for plantation workers".

INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING  
NOVEMBER, 1958

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in November, 1958, there were 94 fresh disputes. In 92 of these disputes, for which information on number of

workers involved and man-days lost both are available, the maximum number of workers involved was 29,153. Out of these 25,114 were directly affected in units normally employing 72,453 workers. The corresponding figures for the previous month were 92 fresh disputes, maximum number of workers involved in 90 disputes 28,240 and 25,923 workers affected directly in units normally employing 54,460 workers. The number of disputes current at any time during the month was 128. In 126 of them the maximum number of workers involved was 34,689 out of which 30,639 were directly affected in units normally employing 78,514 workers. The corresponding figures for the previous month were 121 current disputes, maximum number of workers involved in 118 disputes 36,451 out of which 32,911 were affected directly in units normally employing 65,941 workers. The average number of workers involved in 126 current disputes during November, 1958, was 33,783 as against 34,445 in 118 current disputes in the preceding month. The man-days lost during November, 1958, were 1,75,017 as against 2,62,600 during the preceding month. Thus, compared to the previous month though the number of fresh disputes remained more or less the same there was a slight decrease in the number of workers involved but considerable decrease in man-days lost. The corresponding time-loss during November, 1957 and the monthly average time-loss during the year 1957 was 3,48,575 and 5,35,777 respectively. The average duration of disputes current at any time during November, 1958, was 5.2 days as against 7.6 in the preceding month.

Twelve of the current disputes resulted in lock-outs. These involved 2,117 workers and accounted for a time-loss of 23,068 man-days during the month. West Bengal accounted for 6 lock-outs, Bombay 3, Madras 2 and Mysore one.

One hundred disputes terminated during the month of November, 1958. Of these 66 lasted for not more than five days each and only 10 lasted for more than thirty days each. The workers were completely or partially successful in 38 cases that terminated during the month. They were unsuccessful in 35 cases. The results were indefinite in 25 cases and not known in 2 cases. Among the important causes of fresh disputes may be mentioned "Personnel" in 32 cases and "Wages and allowances" in 22 cases. During the month under review, as compared to the previous month, the time-loss increased significantly in "Agriculture and Allied Activities" from 8,954 to 31,868, in "Construction" from 1,507 to 13,310, in "Electricity, Gas, Water and Sanitary Services" from 5,624 to 11,871 and in "Services" group from 390 to 808 man-days. It either decreased in the remaining groups or increased slightly.

West Bengal recorded a time-loss of 54,207 man-days during the month. This was the highest among all the States. Next in order came Madras, Rajasthan, Assam and Kerala with a time-loss of 24,267; 19,934; 16,720 and 16,317 man-days respectively. Compared to the previous month, the time-loss increased in Assam, Punjab and Uttar Pradesh by 10,760, 5,006 and 4,371 man-days respectively. It decreased in the remaining States.

Regarding the industrial relations in the States there was nothing special to report.

## DETAILS OF IMPORTANT DISPUTES

The strikes in M/s. Bikaner Gypsum Ltd. (Jamsar Mines), Bikaner and Remington Type-writer Company (Nonapukur and Patipukur in West Bengal), reported earlier, came to an end during the month under review and caused a total time-loss of 43,289 and 35,700 man-days respectively. On 25th November, 1958, over seven thousand workers of various plantations in Kerala went on one day's protest strike over demand for bonus and thereby caused a time-loss of 7,462 man-days. Five hundred and fifty workers of Chandra Spinning and Weaving Mills Ltd., Bangalore, who were on strike since 9th September, 1958, demanding implementation of the Award of the Industrial Tribunal, resumed work after 3rd November, 1958 and caused a total time-loss of 22,850 man-days. On 19th November, 1958, more than eleven hundred workers of Kanjkoah Plantation, Panitola, Assam, struck work due to amalgamation of the factory with Kharjan Division. The strike was in progress at the end of the month and had caused a time-loss of 10,469 man-days. On 25th November, 1958, seventeen hundred workers of M/s. Simplex Concrete Pilco Ltd., Durgapur, struck work over retrenchment of 32 workers. The strike was continuing at the end of November, 1958, accounting for a time-loss of 8,500 man-days.

For the manufacturing industry group the index of Industrial Unrest (Base: 1951=100) for the month of November, 1958, was 24 as against 44 in the preceding month.

## SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during November, 1958, and the number settled or investigated by them.

State	Number of Complaints received during the month relating to								* No of complaints settled or investigated
	Wages and allowances	Bonus	Personnel	Retrenchment	Leave and hours of work	Others	Not known	Total	
Assam . .	115	33	108	—	41	102	—	399	343
Bihar . .	12	1	8	3	—	—	—	24	16
Bombay . .	435	23	663	95	11	148	101	1,626	1,626
Kerala . .	148	91	62	15	33	67	—	421	345
Madhya Pradesh	12	2	16	—	20	—	5	55	26
Madras . .	121	93	371	35	13	212	—	845	984
Mysore . .	89	10	50	71	14	27	—	279*	80
Orissa . .	6	5	10	3	8	14	4	50	60
Punjab . .	227	43	82	104	18	232	2	708	712
Tripura . .	20	—	—	3	—	—	1	24	2
Uttar Pradesh .	141	36	185	—	20	178	—	560	417
West Bengal .	54	1	5	2	43	44	—	149	Not known

\*Includes cases pending from the last month.

## QUESTIONS AND ANSWERS IN PARLIAMENT

### HOUSING FOR INDUSTRIAL WORKERS IN PUNJAB

In reply to a question in the Lok Sabha, the Deputy Minister for Labour stated that up to 31st August, 1958, 1,890 tenements had been built in Punjab under the Subsidised Industrial Housing Scheme. (December 11, 1958)

### EXPLOSION IN CHINAKURI COLLIERIES

Replying to a question in the Lok Sabha, the Deputy Minister for Labour said that the court of inquiry appointed to investigate into the causes of the above explosion had submitted its report. He further stated that the court of Inquiry had come to the conclusion that a sudden outburst of methane gas occurred from a hidden splinter seam beneath the main seam. As a result of this, the majority of workers underground on the eastern side had in all probability died from asphyxiation. The general recommendations of the Court of Inquiry were under consideration. (December 11, 1958)

### EVALUATION AND IMPLEMENTATION COMMITTEE

The Deputy Minister for Labour stated, in reply to a question in the Lok Sabha, that all State Governments had agreed to set up tripartite machinery for evaluating the implementation of awards, agreements and settlements. He added that such machinery had already started working in the States of Punjab, Rajasthan, Uttar Pradesh, West Bengal and Delhi. (December 11, 1958)

### LABOUR DISPUTES PENDING IN THE HIGH COURTS AND THE SUPREME COURT

In reply to a question in the Lok Sabha, the Deputy Minister for Labour stated that 756 and 161 cases of labour disputes were pending before High Courts and the Supreme Court respectively on the 30th November 1958. He added that 691 cases in High Courts and 107 in the Supreme Court were pending over two months. (December 16, 1958)

### CENTRAL BOARD FOR WORKERS' EDUCATION

The Deputy Minister for Labour announced in the Lok Sabha that the above Board consisting of representatives of Govt. of India, State Governments, Universities, Adult Education Associations, All-India Employers' and Workers' Organisations and an Independent Trade Unionist had been set up. The functions of the Board are to: (i) lay down policy, (ii) administer programmes, allocate funds, inspect, co-ordinate and audit accounts, etc., (iii) arrange for provision of educational materials, (iv) establish standards for teachers and programmes, (v) encourage establishment of active educational departments within the national unions and federations, and (vi) otherwise stimulate and promote development of workers' education. (December 16, 1958)



### TRAINING OF TEACHER-ADMINISTRATORS UNDER THE WORKERS' EDUCATION SCHEME

Replying to a question in the Lok Sabha, the Deputy Minister for Labour stated that the first phase of the scheme, viz., training of Teacher-Administrators in the school at Bombay had been completed and that the Central Board for Workers' Education would now take up all matters relating to the implementation of the second stage of the Scheme, i.e., the training of Worker-Teachers in 10 centres located in different parts of the country (December 16, 1958)

### LABOUR ACTS IN HIMACHAL PRADESH

In reply to a question in the Lok Sabha, the Deputy Minister for Labour stated that the Factories Act, Minimum Wages and other labour laws were in force in Himachal Pradesh. He added that rules under the Factories Act 1948, the Workmen's Compensation Act, 1923 and the Plantations Labour Act, 1951 had been framed by the Administration and these under the Minimum Wages Act, 1948 and the Payment of Wages Act 1936 were being drafted and were expected to be modified soon (December 19, 1958).

### HOUSING SCHEMES UNDER THE COAL MINES LABOUR WELFARE FUND

The Deputy Minister for Labour informed the Rajya Sabha that since the progress in the construction of houses under the subsidy and subsidy-cum-Loan Scheme was not satisfactory, a new scheme known as "The New Housing Scheme" providing for the construction of 30,000 houses for the coal miners entirely at the cost of the Fund through the mine owners themselves during the period ending 1961, had been formulated. Non-availability of suitable non-coal bearing land for house sites and difficulties in their acquisition stood in the way of more rapid progress in the construction of houses and necessary steps were being taken to acquire suitable house-sites speedily. (December 18, 1958).

### DISPOSAL OF LABOUR DISPUTES BY SPECIAL COURTS AND BENCHES

Answering a question in the Rajya Sabha, the Deputy Minister for Labour stated that 50 per cent of the industrial disputes in the Central Sphere, which had come to the notice of the Central Industrial Relations Machinery had been disposed of by conciliation proceedings during the last five years. He added that the disputes decided by arbitration and mutual negotiations in the same period accounted for only 0.23 per cent. and 2.4 per cent respectively of the total. (December 18, 1958).

### LABOUR PARTICIPATION IN MANAGEMENT

In reply to a question in the Rajya Sabha, the Deputy Minister for Labour stated that 18 industrial units had set up Joint Management Councils in furtherance of the above scheme. Of these 18 units, four were in Bombay, three in West Bengal, two each in Assam and Kerala and one each in Bihar, Madras, Madhya Pradesh, Mysore, Punjab, Uttar Pradesh and Delhi (December 24, 1958).

## INDUSTRIAL EMPLOYEES' CONFERENCE

In answer to a question in the Lok Sabha, the Deputy Minister for Labour said that the question of holding a conference of representatives of Central and State Governments and of Labour Organisations, to consider certain matters of industrial labour in the public sector, was under consideration (December 19, 1958).

## PROCEDURE FOR REDRESSAL OF WORKERS' GRIEVANCES

A model procedure for speedy disposal of workers' grievances has recently been formulated in consultation with the representatives of the organisations concerned. A text of the procedure is given below —

## A GRIEVANCE MACHINERY

A Grievance Machinery will be required to be set up in each undertaking to administer the Grievance Procedure. The minimum requirements of such a machinery would be as follows, except where an established procedure is already working to the mutual satisfaction of either party. Even in the latter case, every effort shall be made to bring the procedure in conformity with the Guiding Principles.

For the purpose of constituting a fresh Grievance Machinery, workers in each department (and where a department is too small, in a group of departments) and each shift, shall elect, from amongst themselves and for a period of not less than one year at a time, departmental representatives and forward the list of persons so elected to the management. Where the union(s) in the undertaking are in a position to submit an agreed list of names, recourse to election may not be necessary. Similar is the case where Works Committees are functioning satisfactorily, since the Works Committee member of a particular constituency shall act as the departmental representative. Correspondingly, the management shall designate the persons for each departments who shall be approached at the first stage and the departmental heads for handling grievances at the second stage. Two or three of the departmental representatives of workers and two or three departmental heads nominated by the management shall constitute the Grievance Committee, the composition of which is indicated in Appendix. In the case of appeals against discharges or dismissals, the management shall designate the authority to whom appeals could be made

## B GRIEVANCE PROCEDURE

While adaptations have to be made to meet special circumstances such as those obtaining in the Defence Undertakings, Railways, Plantations and also small undertakings employing few workmen the procedure normally envisaged in the handling of grievances should be as follows —

(1) An aggrieved employee shall first present his grievance verbally in person to the officer designated by management for this purpose. An answer shall be given within 48 hours of the presentation of complaint.

(2) If the worker is not satisfied with the decision of this officer or fails to receive an answer within the stipulated period, he shall, either in person or accompanied by his departmental representative, present his grievances to the Head of the Department designated by the Management for the purpose of handling grievances. (For this purpose, a fixed time shall be specified during which on any working day, an aggrieved worker could meet the departmental head for presentation of grievances) The Departmental Head shall give his answer within 3 days of the presentation of grievance. If action cannot be taken within that period, the reason for delay should be recorded

(3) If the decision of the Departmental Head is unsatisfactory, the aggrieved worker may request the forwarding of his grievance to the 'Grievance Committee' which shall make its recommendations to the Manager within 7 days of the Worker's request. If the recommendations cannot be made within this time-limit, the reason for such delay should be recorded. Unanimous recommendations of the Grievance Committee shall be implemented by the management. In the event of a difference of opinion among the members of the Grievance Committee, the views of the members along with the relevant papers shall be placed before the Manager for final decision. In either case, the final decision of the management shall be communicated to the workman concerned by the personnel Officer within 3 days from the receipt of the Grievance Committee's recommendations

(4) Should the decision from the Management be not forthcoming within the stipulated period or should it be unsatisfactory, the worker shall have the right to appeal to Management for a revision. In making this appeal, the worker, if he so desires, shall have the right to take a union official along with him to facilitate discussions with Management. Management shall communicate their decision within a week of the workman's revision petition

(5) If no agreement is still possible, the union and the management may refer the grievance to voluntary arbitration within a week of the receipt by the worker of Management's decision

(6) Where a worker has taken up a Grievance for redressal under this procedure, the formal Conciliation Machinery shall not intervene till all steps in the procedure are exhausted. A Grievance shall be presumed to assume the form of a dispute only when the final decision of the top management in respect of the Grievance is not acceptable to the worker.

(7) If a grievance arises out of an order given by management, the said order shall be complied with before the workman concerned invokes the procedure laid down for redressal of grievance. If, however, there is a time lag between the issue of order and its compliance, the grievance procedure may immediately be invoked but the order nevertheless must be complied within the due date, even if all the steps in the grievance procedure have not been exhausted. It may however be advisable for the management to await the findings of Grievance procedure machinery

(8) Workers' representatives on the Grievance Committee shall have the right of access to any document connected with the inquiry maintained in the department and which may be necessary to understand the merit or otherwise of the workers' grievances. The management's representatives shall have the right, however, to refuse to

show any document or give any information which they consider to be of a confidential nature. Such confidential document(s) shall not be used against the workmen in the course of the grievance proceedings.

(9) There shall be a time-limit within which an appeal shall be taken from one step to the other. For this purpose, the aggrieved worker shall, within 72 hours of the receipt of the decision at one stage (or if no decision is received, on the expiry of the stipulated period), file his appeal with the authority at the next higher stage, should he feel inclined to appeal.

(10) In calculating the various time intervals under the above clauses, holidays shall not be reckoned.

(11) Management shall provide the necessary clerical and other assistance for the smooth functioning of the grievance machinery.

(12) If it is necessary for any worker to leave the department during working hours on call from the Labour/Personnel Officer or any other officer of the established grievance machinery, previous permission of his superior shall necessarily be obtained. Subject to this condition, the worker shall not suffer any loss in wages for the work-time lost in this manner.

(13) If, however, there be any complaint against any individual member of the staff, who is nominated by the management to handle grievances at the lowest level, the workman may take up his grievance at the next higher stage i.e., at the level of Departmental Head.

(14) In the case of any grievance arising out of discharge or dismissal of a workman, the above mentioned procedure shall not apply. Instead, a discharged or dismissed workman shall have the right to appeal either to the dismissing authority or to a senior authority who shall be specified by the management, within a week from the date of dismissal or discharge. At the time the appeal is heard the workman may, if he so desires, be accompanied by either an official of the recognised union or a fellow worker, as the case may be.

## APPENDIX

### GUIDING PRINCIPLES FOR A GRIEVANCE PROCEDURE

Existing labour legislation does not provide for a well-defined and adequate procedure for redressal of day-to-day grievances in industrial units. Clause 15 of the Model Standing Orders in Schedule I of the Industrial Employment (Standing Orders) Central Rules, 1946 specifies that 'All complaints arising out of employment including those relating to unfair treatment or wrongful exaction on the part of the employer or his agent, shall be submitted to the manager or the other person specified in this behalf with the right of appeal to the employers'.

In some industrial units, however, detailed grievance procedures have been worked out by mutual agreement. In the absence of a satisfactory grievance procedure, day-to-day grievances are allowed to pile up with the result that the accumulated discontent culminates sometime or the other in cases of indiscipline, strikes etc. In what follows, therefore, an attempt has been made to draw up Guiding

**Principles for a Grievance Procedure** It is realised that it may not be possible to apply all these principles in respect of each and every industrial unit. However, all units should endeavour to conform, as much as possible, to these principles.

Complaints affecting one or more individual workers in respect of their wage payments, over-time leave, transfer, promotion, seniority, work assignment, working conditions and interpretation of service agreement, dismissals and discharges would constitute grievances\* Where the points at dispute are of general applicability or of considerable magnitude, they will fall outside the scope of this procedure

A Grievance Procedure should take note of the following principles:—

- (1) *Conformity with existing legislation*—A Grievance Procedure forms part of the integrated scheme intended to promote satisfactory relations between employers and workers. This procedure should be designed to supplement the existing statutory provisions and it may, where practicable, make use of such machinery as is already provided by legislation. The Grievance machinery can be availed of on the receipt by the worker of the order causing a grievance. The operation of the order, however, need not be held up till the grievance machinery is completely exhausted. Wherever possible, attempts should be made to complete the grievance procedure between the time the Order is passed and when it is acted upon.
- (2) *Need to make the machinery simple and expeditious*—
  - (a) As far as possible grievances should be settled at the lowest level.
  - (b) No matter ordinarily be taken up at more than two levels, i.e., normally there should be only one appeal.
  - (c) Different types of grievances may be referred to appropriate authorities.
  - (d) A grievance must be redressed as expeditiously as possible and towards this end, the employer, in consultation with the workers, should decide upon the time limit required for settling a grievance.
- (3) *Designation of authorities*—The workmen must know the authorities to be approached and it should, therefore, be incumbent on the management to designate the authorities to be contacted at various levels.

It may be useful to classify the grievances as those arising from personal relationship and others arising out of conditions of employment. In the former case, a grievance should be taken up, in the first instance, with the authority in the line management immediately above the officer against whom the complaint is made. Thereafter, the matter may go to the Grievance Committee comprising representatives of management and workers. The size and composition of the Committee shall be decided at the unit level (see Annexure)

\*In the case of Defence undertakings, however, a special provision may have to be made.

Other grievances should be taken up, in the first instance, with the authority designated by the management. Thereafter, a reference may be made to the Grievance Committee.

Where the matter goes to the Grievance Committee in the first instance, an appeal shall lie with the top management.

## ANNEXURE

### CONSTITUTION OF GRIEVANCE COMMITTEE

- (1) *In the case where the Union is recognised*—Two representatives of management plus a Union representative and the Union departmental representative of the Department in which the workmen concerned work.
- (2) *In the case where the Union is not recognised or there is no Union but there is a Works Committee*—Two representatives of the management plus the representatives of the Department of the workman concerned on the Works Committee plus either the Secretary or Vice-President of the Works Committee (this is in case the Secretary to the Works Committee is also the workman's departmental representative) It is suggested that in the case of the Management, their representatives should be the Departmental Head plus the official who dealt with the matter at the first stage, or the personnel officer should act as an adviser.

The size of the 'Grievance Committee' should be limited to a maximum of four to six, otherwise it becomes unwieldy

### STATUTORY PENSION SCHEME FOR WORKERS—STUDY GROUP'S REPORT

The conversion of existing provident fund schemes for workers into a statutory pension scheme has been suggested by the study Group on Social Security set up by the Government of India. The report of the Group recommends adoption of a scheme of old age—invalidity and survivorship-pension-cum-gratuity in place of benefits derived from several social security measures. This will involve the payment of a small gratuity sufficient to meet the needs of workers and using the rest of the resources towards giving the maximum pensionary benefits. The Group has recommended that in order to provide pensions of reasonable amount, the resources should be augmented by increasing the rate of contributions by workers and employers to the provident fund from 6½ per cent, to 8½ per cent. with immediate effect.

As regards the Employees' State Insurance Scheme, the Group has recommended enhancement of the existing cash benefits as follows (i) sickness benefit should be payable up to a maximum period of 13 weeks in any three benefit periods of 26 or 27 weeks each; (ii) extended sickness benefit at full normal benefit rate, may be granted in tuberculosis or other prescribed long term diseases for a

further period of 39 weeks but only to such persons as have completed at least two years of qualifying service; and (iii) maternity benefit rate should be raised so as to be equal to full average wage of the insured woman subject to a minimum of one rupee per day. It has also stated that there is considerable scope for improving the standard of medical care and treatment of workers covered by the Employees' State Insurance Act and for provision of medical care and treatment for families of workers urgently. The Group is of the opinion that all these improvements could be provided only if substantial additional funds are available and for this purpose, it suggests that the levy on employers should be increased to the maximum limit provided for under the Act

The group has also recommended the setting up of a single agency which should, in the first instance, assume administrative responsibility for the Employees' State Insurance Act and Employees' Provident Funds Acts and the employers should pay to this agency, in one single payment, contributions due in respect of workers covered by both the Acts. These and other consequential measures will mean simplification and added convenience to both employers and employees. The coverage under the two enactments should be made identical as far as practicable and in stages, by a prescribed date. In order to facilitate adoption of this step, the Group has suggested the deletion of the provision in the Employee's Provident Funds Act which exempts newly established factories from its provisions. Thus, in the case of factories where workers are covered for the full range of benefits under the Employees' State Insurance Act and the proposed scheme of old age, invalidity and survivorship-pension-cum-gratuity, the rates of contributions will work out to about 13 per cent by employers and 10½ per cent by employees.

The Group has stated that under existing conditions any large extension of social security measures will not be possible and the aim should be to improve upon existing measures and to simplify administrative procedure, restricting additional financial levy for the time being.

In regard to unemployment benefit, the Group feels that the provisions in the Industrial Disputes Act relating to compensation on retrenchment and lay-off have afforded some relief to workers and have acted as a deterrent to hasty retrenchment. But they have certain unsatisfactory features and the permanent remedy may be in the form of a Scheme of Unemployment Benefit. The Group is of opinion that a scheme of this type will not be practicable for some time to come and till then closures and consequent retrenchment should be avoided as far as possible, for instance, by creating a fund through which industrial units in temporary difficulty can be assisted and kept running where such a course is in the interests of the workers and the public at large.

#### FOLLOW-UP ACTION ON THE CONCLUSIONS OF THE 15TH SESSION OF THE LABOUR MINISTERS' CONFERENCE HELD IN MAY, 1958

The main conclusions of the Conference regarding Industrial Relations related to analysis of awards of tribunals to evolve (i) suitable norms, (ii) grievance procedure, (iii) making work of evaluation and implementation more effective, etc. A model grievance procedure

has been drawn up and forwarded to all interests concerned \* The Employees' State Insurance Corporation had already decided to raise the rate of maternity benefit under the Scheme and the medical benefits had also been extended to families of insured persons in certain areas of Bihar, Mysore, Rajasthan, Punjab and Assam. The recommendation relating to raising of quantum of loan to employers under the subsidized Industrial Housing Scheme from 37½ per cent. to 50 per cent., had been accepted The recommendations relating to liberalisation of allotment rules, giving income-tax relief to employers who build houses etc., were under consideration

[Source Reply to Lok Sabha Question No 2154 answered on 19th December, 1958]

### AGREEMENT BETWEEN THE KUMARDHUBI WORKERS' UNION AND THE KUMARDHUBI ENGINEERING WORKS LTD, AND THE KUMARDHUBI FIRECLAY AND SILICA WORKS AND EAGLE ROLLING MILLS LTD

The representatives of the Kumardhubi Workers' Union and of the Management of the Kumardhubi Engineering Works Ltd. and Kumardhubi Fireclay and Silica Works and Eagle Mills Ltd. signed on the 9th October, 1958 a memorandum of settlement in the course of conciliation proceedings under the Industrial Disputes Act The agreement would remain in force for a period of five years in respect of the disputes covered by the agreement until altered or amended by mutual consent. The important provisions of the agreement relate to (i) dearness allowance, (ii) house rent allowance and (iii) educational facilities In regard to dearness allowance the managements agreed to give a flat increase of Rs 10 at each slab of the existing dearness allowance with effect from the 1st November, 1958 but the existing arrangement of supply of food grains at concessional rates by the managements would come to an end with effect from the same date. However, in order to introduce a stabilising factor in the prices of food grains, the management agreed to set up with effect from 1st November, 1958 a fair price shop, on 'no-profit-no-loss' basis and to constitute a bi-partite food committee to advise the management in running the same.

Regarding House Rent Allowance the managements agreed to increase the rate from Rs 4 to Rs 6 with effect from the 1st September, 1958. In respect of provision of educational facilities the management agreed to make a donation of Rs. 10,000 in cash or in kind for the construction of a high school building at Kumardhubi

Both the parties agreed that in resolving their differences they would be guided by the Code of Discipline in Industry adopted at the 16th Session of the Indian Labour Conference and any violation of the Code would be treated as a breach of the agreement They would utilize the existing conciliation machinery and neither of them would resort to any unconstitutional means for ventilating their grievances.

\* A text of this is reproduced at pages 552-556 in this issue.



## NEWS IN BRIEF

I.L.O. CONVENTION REGARDING EMPLOYMENT SERVICE—GOVERNMENT  
DECISION TO RATIFY

The Government of India have decided to ratify the I.L.O. Convention (No. 88) regarding the Organisation of Employment Service. The Convention was adopted by the International Labour Conference in June, 1948 and has so far been ratified by 25 member States of the I.L.O.

## EMPLOYMENT IN RICKSHAW PULLING

According to available information, about 12 lakh persons in the country depend on rickshaw pulling for their livelihood. Not many of them were likely to be thrown out of employment as abolition of rickshaw pulling was being done gradually and rickshaw pullers would get absorbed in other avocations.

(Source:—Reply to a Question in the Lok Sabha)

MORE HOLIDAYS FOR BOMBAY DOCK WORKERS—GOVERNMENT PROPOSE  
TO AMEND SCHEME

The Government of India have notified their intention to amend the Bombay Dock Workers (Regulation of Employment) Scheme in order to give effect to the decision of the Dock Labour Board that workers registered with the Board should be granted from January 1, 1959, 11 holidays with pay in a year instead of 8 holidays allowed at present.

## EMPLOYEES' STATE INSURANCE SCHEME

About 3,61,000 workers are yet to be covered in West Bengal under the above scheme in areas with a concentration of 500 or more workers. The question of covering these workers has been taken up with the State Government. The Central Government have suggested to the State Governments concerned that the medical benefits to workers' families in Bombay, Calcutta and Madras should be extended during 1959.

(Source:—Replies to questions viz, 1021 and 1230 in the Lok Sabha).

## MINIMUM WAGES COMMITTEES IN UNION TERRITORY OF DELHI

In exercise of the powers conferred by section 5(1)(a) of the Minimum Wages Act, 1948 (XI of 1948) read with the Government of India, Ministry of Labour Notification No LP 24(1), dated the 16th March 1949, the Chief Commissioner, Delhi Territory, has appointed three advisory Committees consisting of representatives of State Government, employers and workers, one each for the employments in (a) Printing Presses, (b) Foundaries with or without attached machineries and (c) Automobile Engineering in the Union Territory of Delhi. These committees will hold enquiries into the conditions prevailing in the above employments and advise the Chief Commissioner in the matter of revision of minimum rates of wages fixed earlier under the Act, for workers in these employments.

## FOREIGN

## RESEARCH SERVICES OF AMERICAN TRADE UNIONS

Mr. L. Murray, Secretary, Research and Economic Department of the British Trade Union Congress visited the U.S.A. as a member of the team sponsored by the European Productivity Agency. During his visit he made a study on the subject of 'Research Services of American Trade Unions' and certain extracts of his report in this connection have recently been published. A summary thereof is given in the following paragraphs.

**Origin, Growth and Extent**—It is difficult and in some respects dangerous to generalise about American trade unions, but one generalisation can be made that American trade unions, or at least their officials are more 'research conscious' than their British counterparts. The research departments in some large trade unions came into being before the second World War and the original reasons for establishing such departments were varied. During the War it was found by many unions that in presenting their cases to the War Labour Board, they had to adapt their methods to the changing conditions and lay more emphasis on producing information which would persuade a third party. There were other factors also which influenced the establishment of research departments by trade unions *e.g.*, the increase in the complexity of negotiations, the necessity to focus and educate public opinion regarding the trade union case, the formalisation of industrial relations function and perhaps, the American tendency to consult the experts. The idea of having research organisations attached to trade unions has developed to such an extent that apart from the AFL-CIO itself, nearly half the unions have research departments or departments which combine research as well as education. Roughly a quarter of American trade unions have separate research departments, while in about another quarter of the unions, there are research departments with such additional functions as publication, and education.

**Structure**—The research department of the AFL-CIO consists, at the higher level, of a Director, Asstt Director, four Economists and Industrial Engineer. It is responsible to the President of the AFL-CIO for day-to-day administrative purposes, and to the Economic Policy Committee on policy matters. The Federation has also other research units to handle the problems common to industrial unions. The most important of these is the IUD. It has six sections, *viz.*, education, research, public relations, industrial engineering, social security and legislative. The research section consists of a Director and three Economists. The qualifications, etc., of the staff engaged by research departments seem to vary and they largely depend on the attitudes of trade union officials. Though most of the trade union research workers are graduates, and many had worked as economists in Government Service there are some unions which believe in personnel recruited from the rank and file of trade unionists. Some union leaders are of the view that the purpose of research departments should be confined to collecting information for the use of officers and members, while some others feel that it should extend to offering advice on general issues of economic policy. The research worker, on the whole, is regarded as a technician in much the same way, and for much the same reasons, as professional workers hired by management.

**Functions**—The main object of research departments is to help the trade unions to function more efficiently. The research workers are not to undertake 'pure' research, but to collect, interpret and present information which is of direct or indirect use to trade union representatives in their job of maintaining and improving the wages and working conditions of their members. The functions of the research department of the AFL-CIO include: (i) briefing the Economic Policy Committee of AFL-CIO, (ii) preparation, sometimes presentation of testimony to the Senate and Congressional Committees, (iii) preparation of a monthly Economic Review, (iv) preparation of a bulletin on Economic Trends, (v) preparation of a report on Collective Bargaining containing facts and material required by negotiators, and (vi) occasional publication of pamphlets. As a matter of practice, the research staff do not contribute articles on controversial matters to outside journals. The services rendered by the I. U. D. relate to negotiating problems common to two or more of the affiliated unions, which are free to accept or reject suggestions made at the conference. The Research section of the IUD provides information and undertakes studies at the request of its affiliates. Members of the section are also occasionally deputed to help affiliated unions in solving their particular problems. The functions undertaken by, and the priorities of research departments of American trade unions vary. Even so, they can be grouped under activities connected with (i) collective bargaining, (ii) legislation, (iii) education, (iv) public relations, and (v) organisation. The contributions made by the research departments in the field of collective bargaining seem to be very well developed. For instance, in the United Steel Workers' negotiations with the basic steel companies in 1956, the work of research department comprised: extensive surveys of existing contracts in order to determine the existing provisions of fringe benefits; review of pension and insurance provisions; study of economic conditions, productivity trends, financial ability of the companies to pay higher wages etc. and publication of material with a view to mobilising public opinion for the union. During the negotiations with the employers in this case the research staff also worked as technical advisers to the unions. These and allied activities have established a reputation for the research departments and they, therefore, command great respect from employers, particularly during employer-employee negotiations. In the matter of organising, some unions have made use of research departments in a unique way. For instance, the research department of the Textile Workers Union of America studied the plants where the union lost the elections and interviewed workers to find out, for future guidance, what effect the organising campaign had on workers' attitudes and why they did not vote for the union. The TWU.A. went even further in this case and commissioned a university professor to undertake a survey on the attitudes of workers to trade unions in the South.

**Coordination and cooperation**—The existence of several research agencies, official and non-official, does not seem to have resulted in friction and duplication of work. This has been largely achieved by mutual co-operation and by division of work. For instance, as between the research sections of the AFL-CIO and the IUD, there is complete coordination. This is also partly because of good personal relations of the executives of the two organisations. At a higher technical level

there is again coordination between the research department of AFL-CIO and the Bureau of Labour Statistics and other Government agencies. The research departments of the trade unions are also represented on the Federal Statistics Users' Conference.

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest in periodicals received recently in the Labour Bureau are mentioned below:—

*Bulletin of the International Social Security Association* (154, rue de Lausanne), Geneva, July-August, 1958 and September, 1958—(i) Old-Age Insurance in Europe, The Middle East and Africa and (ii) Medical Care Insurance in the Netherlands.

*Labour Gazette* (Office of Commissioner of Labour, Government of Bombay), September 1958—Industrial Relations in Film Industry.

*Industry and Labour* (The International Labour Office, Geneva), 1st September, 15th September and 15th October, 1958—(i) The Workers' Status under Workers' Management : New Yugoslav Legislation on Employment in the Undertaking, (ii) Regulations on the Discharge of Workers in Czechoslovakia, (iii) Reorganisation of Tripartite Cooperation Machinery in Pakistan

*The Labour Gazette* (Department of Labour, Canada), October 31, 1958—(i) U. S. Congress Passes Welfare and Pension Plans Disclosure Act, (ii) Change in Women's Employment Situation, July 1957 to July 1958.

*American Labour Review* (Labour Attache, American Embassy, New Delhi), November 1, 1958—(i) Governments Role in Labour-Management Relations, (ii) The New Role of Management in American Society, (iii) The University of Wisconsin's School for Workers, and (iv) Rise in Wages and Fringe Benefits

*The Economic Weekly* (104, Apollo Street, Fort, Bombay-1), December 20, 1958—Management and Discipline in a Welfare State.

*The Indian Worker* (17, Janpath, New Delhi), December 22, 1958—Union Security and Industrial Peace.

*British Information Services* (British Information Services, Eastern House Mansing Road New Delhi-2) December 18, 1958—How Trade Unions Help their Members' Social Benefits for British Workers

*Socialist Commentary* (447, Strand London), December 1958—Why Compulsory Arbitration?

## STATISTICS

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## Scope and Limitations of the Statistics Presented

TABLE 1—EMPLOYMENT IN FACTORIES

The statistics given are for factories as covered by the Factories Act. Figures prior to 1949 are for factories covered by the Factories Act, 1934, and for 1949 and onwards, they relate to factories covered by the Factories Act, 1948. The former Act covered factories employing 20 or more workers and using mechanical power and those specially brought under the purview of the Act by State Governments whilst the latter covers factories employing 10 or more workers and using power, factories employing 20 or more workers and not using power, and also factories specially brought under the purview of the Act by State Governments. The statistics relate to persons employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or any other kind of work incidental to, or connected with, the manufacturing process, or the subject of the manufacturing process. Thus, the definition of "worker", as laid down in the Act, does not cover manual workers alone but some clerical and supervisory personnel as well.

The geographical areas of the States for which figures are given in this table have undergone changes from time to time. In 1949, due to the merger of some of the former Princely States the coverage of the statistics increased. In 1953, the State of Madras was broken up into two States—Andhra and the residual State of Madras. In 1956, the States were re-organised and some of the former Part B States came to be included for the first time in the statistics.

Another factor to be borne in mind is that employment figures relate only to those registered factories which submitted returns and the percentage of factories not submitting returns varies from year to year.

The employment figures represent "average daily employment". The figures of average daily employment are furnished by each factory by dividing the total attendances (man-days) during a year by the total number of working days during the year. Such figures of average daily employment for all the factories submitting returns in the State are summed up to obtain the average daily employment in the State. The half yearly figures given for the latest year are subject to seasonal variations in employment. All these limitations affect the comparability of data from year to year and have to be clearly kept in view in drawing any conclusion from the data presented in this table.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

The data are collected through monthly returns from all the offices of the Central Government. A consolidated return in respect of the civilians employed in the armed forces is received from the Ministry of Defence. The number of establishments submitting returns varies between 85 to 95 per cent of the total. In case of defaulting units, their employment for the previous month or failing this, for the latest month for which return is available is taken into account. Due to the opening of new establishments and closure of some existing ones the data for any two consecutive months do not

relate to identical establishments. The published data excludes personnel employed in the Armed Forces, Railways and Indian Embassies and Missions Abroad. However, according to the Census of Central Government employees conducted by the Central Statistical Organisation, employment in Railways on 30th June, 1955 was 9,75,913 (including 18,263 work-charged employees) Figures of Embassies and Indian Missions Abroad were 1,088 regular employees, beside 1,425 locally recruited.

#### TABLES 3, 5 AND 6—RELATING TO COTTON MILLS

The statistics are compiled by the Office of the Textile Commissioner, Ministry of Commerce and Industry, Government of India, on the basis of statutory monthly statistical returns submitted to him by the units of the organised Cotton Textile Industry. The figures given in column 2 of Table 3 include substitute workers and are as on the books of the mills. In columns 3, 4 and 5, the figures of average daily employment by shifts are also given. Information in respect of power loom factories is not included in any of these tables, as merely 25 to 30 per cent of the total number of power loom factories known to be existing in the country submit returns.

#### TABLES 4, 11, 13 AND 20—RELATING TO COAL MINES

These statistics are based on the monthly returns submitted by the collieries to the Department of Mines. Submission of such returns up to September, 1957, was required under regulation 3 of the Indian Coal Mines Regulations, 1926, and thereafter under regulation 4 of the Coal Mines Regulations, 1957. The Regulations cover all mines in the Indian Union excepting the State of Jammu and Kashmir. Monthly tabulations of the statistics are generally closed by about 25th of the succeeding month by which time most of the returns are generally received. If returns are not received by this date from certain collieries, they are generally ignored if they are small, otherwise for them preceding months' figures are repeated provisionally after making sure that these collieries did not remain closed during the month on account of any strike, lock out or other known causes. No such adjustment is, however, made if the collieries have not submitted the returns even in respect of the preceding month. The figures are revised later in the light of information subsequently received. Statistics relating to employment (Table 4) cover all employees appointed by or with the knowledge of the manager, whether for wages or not, in any mining operation or in cleaning or oiling any part of any machinery used in or about the mine or any other kind of work whatsoever incidental to or connected with mining operations. The figures of average daily employment in each coalfield are derived by dividing total man-shifts worked by the "average number of working days" in that field. Upto December 1955, the "average number of working days" was worked out as the Mean of the number of working days reported by individual collieries. With effect from January 1956, however, Mode is being adopted in place of the Mean. Figures relating to various fields are added together in working out the average daily employment for all fields.

The monthly returns show the average daily attendance and the total amount of wages and other allowances paid in cash for work done during the first complete working week of the month

The total payments are broken up as basic wages, dearness allowance and other cash payments and are taken prior to deductions, if any. In computing the average weekly cash earnings (Table 11), the total payments for the week—basic wages, dearness allowance and other cash payments—are divided by the average daily attendance during the week. The average daily attendance in any week, in general, is substantially less than the number of persons receiving payments for the week, because of absenteeism and labour turnover. The average weekly earnings, therefore, do not represent the average earnings of a worker for the number of days worked by him during the week, but reflects the average potential earnings of a worker for full attendance during the week.

The out-put per man-shift (Table 13) is computed separately for (a) miners and loaders (b) all persons employed underground and in open workings, and (c) all persons employed below and above ground. In each case the output figure is divided by the relevant number of man-shifts worked. In computing the productivity figures care is taken to ensure that the coverage of the output and man-shifts worked figures is identical.

#### TABLES 7 AND 8—EMPLOYMENT EXCHANGE STATISTICS

The data published are based on the monthly returns submitted by the individual Employment Exchanges to the D.G.R. & E. The coverage of the data is cent. per cent. The Employment Service was originally set up in 1945 for resettlement of ex-service personnel and only in April, 1948, was thrown open to all categories of employment seekers. Therefore, data for April, 1948 and onwards are not strictly comparable with those for earlier periods. Similarly, the cessation of Mobile Exchange activity and non-participation of Employment Exchanges at the labour assembly points in April, 1953 introduced an element of heterogeneity in the statistical series. Since May, 1953, however, there has not been any change in the composition of the data published. Steady rise in the number of Employment Exchanges has, however vitiated the comparability of data in the post-1953 period.

#### TABLE 9—TRAINING STATISTICS

The table gives the consolidated picture of the two training schemes for Craftsmen, namely Craftsmen Training Scheme (started in 1950) and the Displaced Persons' Training Scheme (started in 1947), run by the Directorate General of Resettlement and Employment. The data are based on the monthly returns received by the D.G.R. & E. directly from the Training Institutes every month and are available since the inception of the two schemes. The coverage is cent per cent. In case of Institutes which fail to submit the monthly return in time, the figures of the previous month are taken into account. Such defaulters are however very few. On completion of each session, the trainees are discharged after trade tests and fresh admissions continue over a period of more than two months till all the vacant seats are filled up. As a result of this at the end of every session there is wide disparity in the figures relating to number of persons undergoing training when compared with those of the previous month. It may also be mentioned that the number of centres at which training is imparted shows violent fluctuations from month to



month, because of the fact that the arrangement of seats under Apprenticeship Training Scheme for Displaced Persons is dependent mostly on the participation of private managements, which varies from time to time. Further, variations in the number of training centres due to a steady increase in their number since November, 1956 the comparability of the data since that date

TABLE 10—EARNINGS OF FACTORY WORKERS

The statistics given are collected under the Payment of Wages Act, 1936, and relate to factories registered under the Factories' Act. The coverage of the factories under the Factories Act, underwent a change in 1949, as discussed in connection with table 1 and this made a difference in the coverage of the statistics collected under the Payment of Wages Act as well. The geographical areas of the States for which the statistics are presented in this Table also changed from time to time as discussed in connection with Table 1. The statistics relate to employees' earnings upto Rs 200 per month in registered factories submitting returns under the Payment of Wages Act. Thus, the figures of average annual earnings do not strictly relate to "workers" for whom figures of average daily employment are given in Table 1.

Under the Payment of Wages Act, figures are separately collected on total wage bill before deductions and the corresponding average daily number of employees and dividing the former by the latter, figures of average annual earnings per capita are derived. The figures of "average daily employment" are calculated in the same manner as described in connection with Table 1. Earnings include basic wages, allowances, annual bonus and cash value of concessions but in regard to last two components, practice regarding their inclusion has not been uniform.

The figures exclude Railway Workshops and seasonal group of industries consisting of Food, Beverages, Tobacco and Gins and Presses.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS

Minimum basic wages are based on the Awards of the Industrial Tribunals given from time to time. The rates of dearness allowance are communicated to the Bureau every month either by the Employers Associations or individual Mills at certain centres.

TABLES 14—19—INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES

The figures relate to disputes resulting in work-stoppages and involving ten or more workers. Attempts are made to cover such disputes in all sectors of economic activities. The statistics cover both strikes and lockouts but certain types of strikes, e.g., sympathetic strikes, which are not connected with specific demands of workers are not included in the statistics. The statistics are collected on a voluntary basis by the State Authorities through their available field agencies. Upto 1956, the data relate, in general, to the States of Assam, Bihar, Bombay, Madhya Pradesh, Madras (Split up into Andhra and Madras from 1953), Orissa, Punjab, Uttar Pradesh, West Bengal, Ajmer and Delhi, subject to the changes in the geographical areas of these States as described in connection with Table No. 1. From the year 1957, the statistics relate to the whole of Indian Union.

The number of workers normally employed in the units affected is generally the number of the last regular working day of the month preceding the one in which the work-stoppage took place. The maximum number of workers involved in the number which was highest on any day during the course of work-stoppage as known upto the date of reporting. The average number of workers effected is derived by dividing the total man-days lost by the duration for each work-stoppage and then by adding up these figures for all the work-stoppages under a particular head. The figures of man-days lost are calculated by adding up the actual vacancies caused by the work-stoppage on each working day of the duration of the work-stoppage. Thus, Sundays and other scheduled holidays during the period of the work-stoppage are not taken into account in the calculation of man-days lost.

#### TABLES 20, 21 AND 22—RELATING TO ABSENTEEISM

Absenteeism is measured by percentage of man-shifts lost due to absence to the corresponding total man-shifts scheduled to work. The exact method of compilation of these statistics varies from agency to agency and there has been no standardisation of the methods. Generally absences on account of authorised leave are included, whereas absences due to strikes and lockout are excluded. The annual averages given in the various Tables are simple averages of the monthly rates of absenteeism for the twelve months of the year. Figures given in columns 2 to 9 of Table 22 are compiled by the Bureau on the basis of returns furnished by certain selected units. Generally, these are bigger units and do not constitute a representative sample. Further, the units send their returns on a voluntary basis and if during a certain month a particular unit has failed to submit returns, it is ignored resulting in a difference in coverage of the statistics. The number of units submitting returns during a particular month is also shown in the Tables. Other Tables also include the statistics compiled by other agencies and the sources have been indicated in footnotes to the tables.

#### TABLES 23—27—RELATING TO CONSUMER PRICE INDEX NUMBERS

The working class consumer price index numbers are designed to measure the changes in prices from month to month as they effect the working classes. The weighting diagrams for these indices have been derived on the basis of family budget enquiries conducted among industrial workers at various centres, at different periods of time. Retail prices as paid by working class consumers are collected regularly from selected shops patronised by working classes. The index numbers are generally compiled as a weighted arithmetic average of price relatives. Usually they are compiled in two stages—first, group—indices are compiled and then the group indices are combined into the general index. In Tables 23, 24, 26 and 27 the indices have all been arithmetically shifted to a common base 1949=100. In Table 25, the indices are given on the original base because they cannot be shifted to base, 1949=100.

The all-India index is a weighted average of indices for 20 centres out of which 15 are in the Labour Bureau series and 12 in the State series. The weights used for combining the Centre Indices into the State indices are proportional to the factory employment in the

different centres in the State. The State indices are weighted in proportion to the factory employment in the respective States to obtain the all-India Index.

The indices are compiled by the Labour Bureau or the various State Agencies. There are some divergencies in the methods, etc., followed in the construction and maintenance of these indices. A full discussion of these aspects will be available from "Cost of Living Index Numbers—A Monograph"—a publication of the Labour Bureau.

#### TABLE 28—RELATING TO PRICE RELATIVES

In respect of 18 urban and 12 rural centres, only simple price relatives of certain selected articles of consumption have been given for the current month. The selection of urban and rural centres was made in consultation with the State Governments and the Ministry of Railways respectively. Since no family budget enquiries were conducted at these centres, it was not possible to construct consumer price index numbers and hence only simple price relatives are published for these centres.

#### TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (Revised Series)

The Series is calculated on the principle of weighted arithmetic mean and includes 112 commodities with 555 individual quotations scattered over 143 markets, representing wide State-wise distribution. The choice of specification and markets is based on the place of each commodity in the national economy and the representative character of the markets and varieties. The series follows the Standard International Trade Classification in respect of commodities, with suitable amendments to meet Indian conditions. Four main stratifications have been followed:

(i) Groups (ii) Sub-groups (iii) Commodities and (iv) Varieties. As regards weighting of various commodities estimates of marketed values of domestic produce and the values of imports inclusive of duty have generally been included. The weights refer to 1948-49, the latest year for which data were available at the time of starting the Series.

The weekly quotations for the prescribed varieties as prevailing on or about Friday are collected from both official as well as non-official sources. The price relatives are calculated as percentage ratios which current price quotations bear to those prevailing in the base period. The commodity index is arrived at as the simple arithmetic average of the price relatives of varieties. The sub-group or group index is derived as weighted arithmetic mean of commodity indices. Finally, the all commodities index is compiled as the weighted arithmetic mean of weekly indices. Monthly data are worked as simple arithmetic mean of weekly indices. Annual averages are also compiled in a similar way as average of twelve monthly figures.

#### SYMBOLS USED IN THE TABLES

- The following symbols have been used throughout the Tables —
- X = Not available
  - = Nil or negligible (less than half of the final digit shown)
  - (R) = Revised.
  - (P) = Provisional.

# Employment

TABLE 1—EMPLOYMENT IN FACTORIES

State	Average Daily Number of Workers Employed						
	1939	1947	1950	1955	1956	1957	
						First Half	Second Half
1	2	3	4	5	6	7	8
Andhra	..	..	..	1,17,514	1,66,876	1,57,713	1,39,732
Assam	43,036†	56,119	61,262	68,647	71,248	55,336	63,374
Bihar	95,988	1,36,814	1,80,204	1,72,062	1,75,472	1,74,156	1,76,901
Bombay	4,66,046	7,02,465	7,73,332	8,63,629	9,98,251	9,87,814	9,85,558
Madhya Pradesh	64,494	97,219	1,06,056	1,30,576	97,848	71,723	98,603
Madras	1,97,266	2,76,586	3,91,457	3,27,926	2,99,719	3,10,728	3,01,357
Orissa	5,371	10,592	14,439	20,328	21,576	23,046	21,797
Punjab	22,468†	37,486	50,413	63,712	82,845	77,734	80,413
Uttar Pradesh	1,59,738	2,40,396	2,32,697	2,47,613	2,67,663	2,74,371	2,63,216
West Bengal	5,32,830†	6,67,626	6,41,694	6,16,739	6,53,272	6,29,567	6,54,732
Ajmer	13,330	15,864	16,597	14,609	..	..	..
Coorg	14	117	485	468	..	..	..
Delhi	17,400	31,320	49,268	47,252	47,550	46,601	52,684
Andaman & Nicobar Islands	..	2,063	1,497	1,928	3,195	2,911	2,679
Total	16,18,873	22,74,089	25,94,399	26,90,403	28,85,564	29,61,307	30,87,864†

† Estimated

‡ Includes figures of Kerala (1,16,455), Rajasthan (35,981) and Himachal Pradesh (1,163)

§ Includes figures of Kerala (93,543), Mysore (1,22,379), Rajasthan (35,831) and Himachal Pradesh (1,181)

Source—Chief Inspector of Factories, State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
July 1957	62,991	2,31,897	1,42,178	2,40,672	6,77,736
August 1957	67,252	2,31,947	1,42,236	2,41,564	6,78,999
September 1957	63,529	2,32,649	1,42,521	2,40,402	6,80,101
October 1957	63,639	2,31,926	1,44,961	2,39,868	6,81,354
November 1957	68,263	2,33,471	1,46,570	2,40,195	6,88,459
December 1957	68,474	2,32,029	1,47,428	2,41,360	6,89,271
January 1958	68,660	2,33,375	1,49,008	2,41,486	6,92,529
February 1958	68,125	2,34,427	1,52,347	2,38,875	6,93,734
March 1958	69,632	2,33,689	1,50,586	2,40,597	6,94,502
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,97,807
May 1958	70,365	2,35,810	1,50,124	2,41,338	6,97,637
June 1958	70,990	2,36,207	1,52,667	2,43,434	7,03,298
July 1958	71,557	2,37,331	1,53,231	2,42,071	7,05,288
August 1958	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,56,342	2,42,887	7,10,271

Source—Directorate General of Resettlement and Employment

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING OCTOBER, 1958

State	Total No. of Workers on Rolls	Average Daily Number of Workers Employed			
		1st shift	2nd shift	3rd shift	Total
1	2	3	4	5	6
Andhra Pradesh . . . . .	13,401	5,609	3,365	1,928	10,892
Bihar . . . . .	1,079	627	394		1,021
Bombay . . . . .	5,01,251	2,43,960	1,54,519	37,247	4,35,726
Kerala . . . . .	11,149	5,209	2,534	1,500	9,242
Madhya Pradesh . . . . .	55,235	24,400	16,624	4,423	45,447
Madras . . . . .	1,23,625	61,249	34,070	10,527	1,05,846
Mysore . . . . .	29,977	15,939	7,968	1,423	25,330
Orissa . . . . .	5,337	1,589	1,404	1,263	4,258
Punjab . . . . .	9,454	3,680	2,171	1,768	7,619
Rajasthan . . . . .	12,036	5,968	3,542	1,083	10,593
Uttar Pradesh . . . . .	53,843	21,979	15,047	8,590	45,616
West Bengal . . . . .	47,548	21,601	12,870	7,061	41,622
Delhi . . . . .	21,264	7,708	5,406	5,187	18,301
Pondicherry . . . . .	7,777	3,114	2,250	307	5,757
Total (October, 1958) . . . . .	8,58,076	4,22,802	2,62,164	82,404	7,67,370
Total (September, 1958) . . . . .	8,84,795	4,20,262	2,63,363	84,233	7,67,878
Total (October, 1957) . . . . .	9,34,931	4,37,929	2,69,643	93,732	8,00,395
Average (1957) . . . . .	9,43,417	4,39,624	2,77,518	95,806	8,12,048

Source—Ministry of Commerce and Industry, Government of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

1	July 1958	June 1958	July 1957	Average 1957
2	3	4	5	
<i>Underground</i>				
Average Daily Number of Workers Employed	2,02,129	2,05,646	1,78,810	2,00,192
Total Number of Man-shifts Worked	54,65,526	51,39,544	48,24,100	51,08,000
<i>Open Workings</i>				
Average Daily Number of Workers Employed	38,195	38,994	27,850	33,880
Total Number of Man shifts Worked	10,30,390	9,91,741	7,51,997	8,64,725
<i>Surface</i>				
Average Daily Number of Workers Employed	1,12,453	1,14,758	1,10,845	1,16,604
Total Number of Man-shifts Worked	30,36,331	28,73,837	29,91,552	29,50,657
<i>Total</i>				
Average Daily Number of Workers Employed	3,52,777	3,59,398	3,17,505	3,49,676
Total Number of Man shifts Worked	95,21,247	90,07,122	85,67,653	89,23,388

Source—Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING OCTOBER, 1958.

State 1	No of spinning Mills and spinning Departments and Composite Mills which during the Month				
	Remained closed 2	Worked 1 shift 3	Worked 2 shifts 4	Worked 3 shifts 5	Total No of mills 6
Andhra Pradesh . . . . .	3	1	5	5	14
Bihar . . . . .	—	1	2	—	3
Bombay . . . . .	14	13	65	105	197(1)
Kerala . . . . .	—	1	4	8	13
Madhya Pradesh . . . . .	1	3	8	7	19
Madras . . . . .	5	5	65	54	134(5)
Mysore . . . . .	4	—	5	7	16
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	2	—	2	4	8(1)
Rajasthan . . . . .	4	—	3	4	11
Uttar Pradesh . . . . .	7	2	6	8	24(1)
West Bengal . . . . .	2	2	6	20	30
Delhi . . . . .	—	—	—	4	4
Pondicherry . . . . .	1	—	—	2	3
Total (October, 1958) . . . . .	45	28	171	229	481(6)
Total (September, 1958) . . . . .	49	30	167	227	476(8)
Total (October, 1957) . . . . .	24	23	172	220	449
Average (1957) . . . . .	21	22	170	228	441

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source—Ministry of Commerce and Industry, Government of India

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN OCTOBER, 1958 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State 1	No of Weaving Departments of Composite Mills which during the month				
	Remained closed 2	Worked one shift 3	Worked two shifts 4	Worked three shifts 5	Total No. of mills 6
Andhra Pradesh . . . . .	1	—	—	2	3
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	11	7	194	31	174(1)
Kerala . . . . .	—	2	2	1	5
Madhya Pradesh . . . . .	3	—	11	4	18
Madras . . . . .	7	5	9	5	26
Mysore . . . . .	5	—	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	2	2	9
Uttar Pradesh . . . . .	5	—	5	7	17
West Bengal . . . . .	1	1	0	6	17
Delhi . . . . .	—	—	1	3	4
Pondicherry . . . . .	—	—	2	1	3
Total (October, 1958) . . . . .	37	19	173	65	295(1)
Total (September, 1958) . . . . .	39	19	170	66	295(1)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source—Ministry of Commerce and Industry, Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING NOVEMBER, 1958

State	No. of exchanges at the end of the month	No. of registrations during the month	No. of applicants placed in employment during the month	No. of applicants on the live registers at the end of the month	No. of employers using the exchanges during the month	No. of vacancies notified during the month	No. of vacancies being dealt with at the end of the month
1	2	3	4	5	6	7	8
Andhra .	19	11,135	1,421	76,531	558	1,649	3,464
Assam .	8	3,583	91	19,365	60	247	1,846
Bihar .	19	15,338	731	88,077	327	1,560	6,930
Bombay .	25	22,633	2,452	1,57,274	943	3,926	11,210
Delhi .	1	5,650	192	50,694	286	961	1,733
Himachal Pradesh,	2	446	94	2,566	26	68	1,032
J. & K. .	2	..	..	..	..	..	.
Kerala .	9	10,437	1,050	1,14,896	265	1,235	1,898
Madhya Pradesh,	15	8,153	734	41,675	294	2,324	7,548
Madras .	13	16,580	2,243	1,03,223	766	2,509	2,092
Manipur .	1	853	60	5,427	1	130	304
Mysore .	8	5,171	520	39,636	258	1,188	2,451
Orissa .	9	4,739	896	17,315	163	1,503	2,390
Pondicherry .	1	288	8	2,179	7	35	211
Punjab .	18	11,343	1,919	46,890	702	3,068	4,276
Rajasthan	12	5,515	1,380	28,418	434	2,109	2,955
Tripura .	1	462	44	2,349	13	91	398
Uttar Pradesh	33	27,140	3,749	1,51,623	901	4,337	6,120
West Bengal.	15	18,690	716	2,08,973	266	1,853	5,671
Central Establishment co-ordination office.	—	—	—	—	81	206	1,272
Total (November, 1958)	211	1,68,080	18,911	11,59,031	6,351	29,027	64,687
Total (October 1958)	208	1,92,365	20,243	11,64,369	6,531	31,113	63,246
Total (November, 1957)	172	1,73,529	17,641	8,86,283	6,096	26,675	44,190
Average (1957)	181	1,47,889	16,069	9,22,099	5,632	24,766	45,125

Source—Directorate General of Resettlement and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING NOVEMBER, 1958.

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial supervisory services	Skilled and semi-skilled services	Clerical services	Educational services	Domestic services	Unskilled services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra .	351	3,037	23,547	3,655	3,037	37,014	5,610	70,551
Assam . .	44	1,009	2,236	63	431	14,360	1,222	19,365
Bihar .	601	8,181	10,073	913	2,221	63,861	2,227	88,077
Bombay .	1,026	9,049	48,931	6,207	6,303	76,315	10,443	1,57,274
Delhi . .	1,414	4,514	15,611	2,915	5,576	18,476	2,188	50,694
Jammu & Kashmir .	.	.	.	.	..	.	.	.
Himachal Pradesh	18	131	307	367	70	1,400	187	2,566
Kerala . .	510	8,748	40,660	6,308	3,187	53,193	2,830	1,14,890
Madhya Pradesh	236	5,634	7,845	7,222	1,115	17,244	2,270	41,575
Madras . .	439	5,667	27,097	8,925	3,446	56,105	3,544	1,03,223
Manipur . .	191	310	523	779	11	2,306	1,242	5,427
Mysore . .	460	2,829	12,241	5,422	897	15,697	2,090	30,636
Orissa . .	195	3,103	3,497	248	325	8,041	1,904	17,315
Pondicherry .	6	157	291	202	66	1,361	106	2,170
Punjab . .	465	2,784	10,721	5,643	2,826	21,950	2,492	40,890
Rajasthan .	179	860	5,543	5,308	1,285	13,447	1,816	28,418
Tripura . .	6	200	153	405	88	799	698	2,349
Uttar Pradesh	1,425	12,814	48,205	3,015	8,683	70,836	6,645	1,51,623
West Bengal .	1,595	18,676	47,298	615	3,934	1,29,994	6,881	2,08,973
Total (November, 1958).	9,181	87,705	3,04,470	58,272	42,481	6,02,558	54,384	11,59,031
Total (October, 1958).	9,392	87,606	3,08,283	62,197	42,815	6,00,653	53,623	11,64,369
Total (November, 1957).	5,979	60,163	2,61,147	40,396	30,300	4,39,331	42,997	8,86,293
Average (1957) .	5,107	61,552	2,37,663	38,680	29,517	4,07,319	39,637	8,16,280

Source—Directorate General of Resettlement and Employment.



TABLE 9—TRAINING STATISTICS DURING NOVEMBER, 1958

State	No. of centres at the end of the month	Number of Persons Undergoing Training at the end of the Month				
		Vocational		Technical*	Apprenticeship*	Total
		Men	Women			
1	2	3	4	5	6	7
Andhra . . . . .	8	17	23	1,735	—	1,580
Assam . . . . .	2	70	—	403	—	473
Bihar . . . . .	4	40	—	1,404	—	1,444
Bombay . . . . .	12	13	16	1,777	—	1,806
Jammu & Kashmir . . . . .	2	33	—	86	—	119
Kerala . . . . .	3	—	—	1,050	—	1,050
Madhya Pradesh . . . . .	7	42	—	1,264	—	1,306
Madras . . . . .	19	—	89	1,480	—	1,569
Mysore . . . . .	13	4	30	1,250	—	1,293
Orissa . . . . .	5	33	7	712	—	752
Punjab . . . . .	11	125	—	1,847	—	1,972
Rajasthan . . . . .	4	—	—	590	—	590
Uttar Pradesh . . . . .	90	276	793	3,194	117	3,080
West Bengal . . . . .	150	442	—	2,466	750	3,458
Delhi . . . . .	3	152	184	920	—	1,256
Himachal Pradesh . . . . .	1	11	18	60	—	95
Total (November, 1958)	327	1,298	781	20,202	467	22,752
Total (October, 1958) . . . . .	374	1,342	768	20,163	574	22,847
Total (November, 1957)	380	1,240	633	13,708	671	16,351
Average (1957)	433	1,154	632	11,181	881	13,748

Source—Directorate General of Re-settlement and Employment. \*Includes women, if any.

### Wages and Earnings

TABLE 10—TOTAL EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH.

(In thousands of Rupees)

State	1939	1947	1951	1957	1958	1957(P)	
						Total earnings	Annual Average per Worker
1	2	3	4	5	6	7	8
Andhra . . . . .	—	—	—	51,060	75,414	81,811	1,030.8
Assam . . . . .	4,949*	13,660	23,549	41,931	47,050	50,307	1,833.6
Bihar . . . . .	29,375	81,920	1,65,853†	1,87,786	1,65,145	1,73,448	1,299.3
Bombay . . . . .	1,44,367	5,91,839	7,99,117†	9,01,097	10,09,521	11,11,147	1,452.6
Madhya Pradesh . . . . .	N.A.	42,714	59,197	78,109	33,256	97,371	1,418.0
Madras . . . . .	24,622	1,23,439	2,00,713	2,71,215	2,22,576	2,60,313	978.9
Orissa . . . . .	515	3,027	8,786	14,025	14,923	17,080	936.8
Punjab . . . . .	3,829*	14,454	36,812	42,410	48,786	60,660	957.3
Uttar Pradesh . . . . .	25,845	1,33,432	1,67,790†	1,91,547	2,32,342	2,56,189	1,077.7
West Bengal . . . . .	1,13,424*	3,37,875	5,33,408	6,08,769	6,49,291	6,67,168	1,173.6
Ajmer . . . . .	1,049	3,186	4,946	5,469	—	—	—
Coorg . . . . .	—	15	113	177	—	—	—
Delhi . . . . .	5,145	26,078	55,336	60,843	67,764	72,268	1,493.4
All States . . . . .	3,53,020	13,72,637	20,55,620	21,70,438	20,56,058	28,47,771	1,251.8

\*Estimated.

†Excludes figures for Defence installations.

Source—Annual Reports on the Working of the Payment of the Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

1	July 1958 2	June 1958 3	July 1957 4	Average 1957 5
<i>Jharia</i>				
Basic Wages . . . . .	8.78	8.71	8.25	8.11
Dearness Allowances . . . . .	11.60	12.04	11.49	11.25
Other Cash Payments . . . . .	1.68	1.78	1.05	1.10
<b>Total</b> . . . . .	<b>22.06</b>	<b>22.53</b>	<b>20.79</b>	<b>20.46</b>
<i>Raniganj</i>				
Basic Wages . . . . .	7.87	8.08	7.56	7.64
Dearness Allowance . . . . .	10.99	11.15	10.30	10.41
Other Cash Payments . . . . .	1.90	1.87	1.37	1.28
<b>Total</b> . . . . .	<b>20.76</b>	<b>21.10</b>	<b>19.23</b>	<b>19.33</b>

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS.

Centres or State 1	Minimum Basic Wages 2	Dearness Allowance			
		November 1958 3	October 1958 4	November 1957 5	Average 1957 6
	Rs.	Rs.	Rs.	Rs.	Rs.
Bombay . . . . .	30.00	84.90	84.80	76.12	74.23
Ahmedabad . . . . .	28.00	83.05	82.69	72.00	71.31
Sholapur . . . . .	26.00	45.50	45.70	64.22	63.22
Baroda . . . . .	26.00	74.75	74.42	65.42	64.17
Indore . . . . .	30.00	58.70	58.50	56.44	55.31
Nagpur . . . . .	26.00	56.63	55.90	63.04	51.51
Vadras . . . . .	30.00	59.81	57.94	71.48	71.13
Kanpur . . . . .	30.00	66.08	63.91	57.97	55.80

Source—Monthly Returns on Dearness Allowance.

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month 1	Output per Man-shift for					
	Miners and Loaders		All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons 2	Kilograms 3	Tons 4	Kilograms 5	Tons 6	Kilograms 7
July 1958 . . . . .	1.12	1,137.98	0.58	589.31	0.39	396.26
June 1958 . . . . .	1.12	1,137.98	0.58	589.31	0.40	405.42
July 1957 . . . . .	1.16	1,178.62	0.53	599.47	0.39	396.26
Average 1957 . . . . .	1.14	1,160.84	0.61	619.79	0.41	416.53

Source—Chief Inspector of Mines, Dhanbad.

TABLE 14—By States

State	Striking during the month			Coalmines during the month			In progress during the month		
	No of disputes	Maximum No of workers involved		No of disputes	Maximum No of workers involved		No of disputes	Total of average No of workers involved	Man days lost during the month
		Directly	Indirectly		Directly	Indirectly			
1	2	3	4	5	6	7	8	9	10
Andhra*	1	10		35					5
Assam	2	1,112	531	1,676	1	271		276	16,729
Bihar	7	1,310		3,071 (2)	1	81		81	0,150
Bombay	18	2,236	1,413	8,151	6	212		260	13,403
Gujarat & Kutch	—	—	—	—	—	—	—	—	—
Kerala	3	8,078		10,110	1	303	5	310	16,317
Madhya Pradesh					1	10		59	48
Madras	24	1,768 (1)	1,980	9,313 (1)	3	212	6	221	21,267 (1)
Mysore	6	969	28	5,966	2	371		382	2,276
Orissa*					1	188		188	4,700
Punjab	3	1,171		1,506	1	35		40	5,116

TABLE 14—By States—contd.

1	2	3	4	5	6	7	8	9	10	11	12
Rajasthan	2	30 (1)	—	65	1	978	—	1,359	3	824 (1)	10,034 (1)
Uttar Pradesh	4	70	—	400	2	246	—	231	6	605	11,262
West Bengal Andaman and Nicobar Islands	20	513	54	20,208	11	2,780	—	2,441	31	7,565	34,207
Delhi	4	215	—	—	—	—	—	—	—	—	—
Himachal Pradesh	—	—	—	309	—	—	—	—	4	215	524
Madhya Pradesh	—	—	—	—	—	—	—	—	—	—	—
Manipur	—	—	—	—	—	—	—	—	—	—	—
Mizoram	—	—	—	—	—	—	—	—	—	—	—
Nagaland	—	—	—	—	—	—	—	—	—	—	—
Odisha	—	—	—	—	—	—	—	—	—	—	—
Punjab	—	—	—	—	—	—	—	—	—	—	—
Tamil Nadu	—	—	—	—	—	—	—	—	—	—	—
Telangana	—	—	—	—	—	—	—	—	—	—	—
Uttarakhand	—	—	—	—	—	—	—	—	—	—	—
West Bengal	—	—	—	—	—	—	—	—	—	—	—
Yamalo-Nenets Autonomous Okrug	—	—	—	—	—	—	—	—	—	—	—
Total November '58	94	25,114 (2)	4,039	72,453 (3)	34	5,525	11	6,061	128	33,593 (2)	1,75,017 (2)
Total October '58	92	25,973 (1)	2,317	74,460 (3)	29	6,988 (1)	1,223	11,481 (1)	121	34,445 (3)	2,02,000 (3)
Total November 1957	133	38,780	7,980	91,577	42	11,771	4,148	21,695	155	58,444	3,48,555
Monthly average 1957	133	66,555	6,540	1,26,554	3	984	56	1,180	126	70,148	5,33,577

N.B.—The figures given in brackets show the number of cases for which the relevant information is not available.

\* Information relates to Central Sphere Understalings only. Information regarding State Sphere Understalings has not been received.

Source—Monthly Returns on Industrial Disputes received from State Governments and Regional Labour Commissioners (Central)

TABLE 15—By Industries

Industry	No of disputes in progress	Maximum No of workers involved	No. of workers normally employed in the units affected	Total No. of men in days lost during		
				November, 1958	October, 1958	September, 1958
<b>O. Agriculture &amp; Allied Activities</b>	10	10,227	12,801	31,868	8,954	25,733(1)
1. Plantations	8	9,718	12,287	21,203	8,814	25,733(1)
2. Others	2	509	514	4,665	140	—
<b>I. Mining &amp; Quarrying</b>	7	2,136	7,872	32,344	74,739(2)	67,630(2)
1. Coal	2	480	530	5,560	20,008	25,132
2. Others	5	1,656	7,342	26,784	54,731(2)	42,498(2)
<b>II-III. Manufacturing</b>	69	15,413(1)	37,540(2)	71,995(1)	34,610(1)	88,928(1)
1. Sugar Mills	1	19	Not known	67	—	611
2. Hydrogenated Oil Industry	—	—	—	—	—	—
3. Bidi Industry	1	216	254	648	—	Not known
4. Cigarette	1	24	24	576	594	—
5. Cotton Mills	15	6,351	12,875	12,876	61,608	1,32,200
6. Jute Mills	2	700	3,379(1)	3,200	3,009	10,140
7. Silk Mills	3	391	765	383	13	—
8. Woollen Mills	—	—	—	—	—	—
9. Coir Factories	1	90	10	2,350	369	4,050
10. Paper Mills	1	115	115	2,760	775	—
11. Leather & Leather Products	4	1,191	1,124	971	4,820	88
12. Heavy Chemicals	—	—	—	—	248	—
13. Matches	—	—	—	—	12	126
14. Cement	—	—	—	—	—	—
15. Mica Industries	2	101	65	90(1)	272	—
16. Engineering (except Iron and Steel)	16	3,509	3,747	26,322	31,260	8,215
17. Iron and Steel	3	284	12,229	4,328	9,132	22,906
18. Others	19	2,504	2,573	17,554	22,498(1)	10,512
<b>IV. Construction</b>	4	2,910	3,150	13,310	1,707	90
<b>V. Electricity, Gas, Water &amp; Sanitary Services</b>	10	1,204	1,606	11,871	5,624	10,524
<b>VI. Commerce</b>	4	143(1)	170(1)	240(1)	446	2,710(2)
1. Wholesale and Retail Trade	—	—	—	—	—	—
2. Banking and Insurance	4	143(1)	170(1)	240(1)	129	2,710(2)
3. Others	—	—	—	—	317	—
<b>VII. Transport, Storage and Communication</b>	3	789	13,467	687	7,692	1,97,082(1)
1. Docks and Ports	2	740	13,392	540	464	52(1)
2. Railways (Excluding Workshops which go under Manufacturing)	1	49	87	147	—	—
3. Others	—	—	—	—	—	—
<b>VIII. Services</b>	3	87	89	808	7,228	1,97,030
<b>IX. Miscellaneous</b>	18	1,680	1,879	11,594	28,638	6,653
<b>TOTAL</b>	128	34,689(2)	78,514(3)	1,73,017(2)	2,62,600(3)	4,99,362(7)

N.B.—The figures given in brackets show the number of cases for which the relevant information is not available.

Source.—Monthly Returns on Industrial Disputes received from State Governments and Regional Labour Commissioners (Central).

TABLE 16.—By Causes and Results

(x) Number of fresh disputes

(a) Number of disputes terminated.

(y) Maximum number of workers involved

(b) Total of average number of workers involved.

(z) Number of man-days lost

(c) Total number of man-days lost in the disputes.

Fresh disputes in November, 1938			Disputes terminated in November, 1938 by result to workers														
Cause	Successful			Partially successful			Unsuccessful			Indefinite			Results not known				
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)		
Wages & Allowances	6	922	12,113	6	308	1,827	9	1,902	30,092	4	1,407	48,030	—	—	—		
Bonus	2	7,012	11,812	—	—	—	2	760	2,140	6	1,800	13,025	—	—	—		
Personal	7	871	1,823	6	418	1,134	14	5,138	20,180	7	1,366	10,789	—	—	—		
Retrenchment	1	20	90	4	1,275	5,135	1	32	450	2	400	800	—	—	—		
Leave & Hours Work	—	—	—	1	16	64	—	—	—	1	118	414	1	436	4,353		
Others	2	744	23,070	3	397	749	8	1,454	1,304	6	279	3,683	1	55	165		
Not known	—	—	—	—	—	—	1	460	400	1	48	2,880	—	—	—		
Total	18	10,159	48,888	20	2,414	8,909	35	9,456	64,127	25	5,417	82,926	2	491	4,520		
	(2)			(2)							(2)						

N.B.—The figures in brackets show the number of cases for which the relevant information is not available.

Source.—Monthly Returns on Industrial Disputes received from State Governments and Regional Labour Commissioners (Central).

TABLE 17—By Number of Workers Involved

Maximum Number of Workers Involved	Number of fresh disputes			
	November 1958	October 1958	November 1957	Average 1957
10 or more but less than 100 . . . . .	41	43	67	56
100 or more but less than 500 . . . . .	37	31	35	44
500 or more but less than 1,000 . . . . .	10	6	10	15
1,000 or more but less than 10,000 . . . . .	4	11	15	15
10,000 or more . . . . .	—	—	—	1
Not known . . . . .	2	2	6	2
<b>TOTAL</b> . . . . .	<b>94</b>	<b>92</b>	<b>133</b>	<b>133</b>

TABLE 18—By Duration

Duration	Number of terminated disputes			
	November 1958	October 1958	November 1957	Average 1957
A day or less . . . . .	31	26	45	48
More than a day up to 5 days . . . . .	35	23	45	40
More than 5 days up to 10 days . . . . .	12	11	13	16
More than 10 days up to 20 days . . . . .	7	12	13	12
More than 20 days up to 30 days . . . . .	4	3	7	6
More than 30 days . . . . .	10	5	5	9
Not known . . . . .	1	1	5	1
<b>TOTAL</b> . . . . .	<b>100</b>	<b>91</b>	<b>133</b>	<b>132</b>

TABLE 19—By Number of Man-days Lost

Total man-days lost during a dispute	Number of terminated disputes			
	November 1958	October 1958	November 1957	Average 1957
Less than 100 . . . . .	25	26	34	38
100 or more but less than 1,000 . . . . .	47	35	52	47
1,000 or more but less than 10,000 . . . . .	22	21	23	33
10,000 or more but less than 50,000 . . . . .	4	5	10	9
50,000 or more . . . . .	—	2	—	2
Not known . . . . .	2	2	14	3
<b>TOTAL</b> . . . . .	<b>100</b>	<b>91</b>	<b>133</b>	<b>132</b>

Source 1:—Monthly returns on Industrial Disputes received from State Governments and Regional Labour Commissioners, (Central).

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	November 1958	October 1958	November 1957	Average 1957
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	6.8	6.4	6.5	7.1
Ahmedabad (a)	"	6.0	6.2	6.8	6.8
Sholapur (a)	"	13.9	12.8	15.0	16.0
Kanpur (b)	"	.	.	11.0	13.0
Kanpur (b)	Leather Industry	.	.	8.2	10.0
Kanpur (b)	Woollen Industry	.	.	5.9	8.5
Bombay (a)	Engineering	13.9	12.1	13.7	14.6
West Bengal(c)	Coal Mining—	12.5	9.3	10.8	12.5
Coal Fields (d)	Under ground	14.6 (July, 1958)	14.8 (June, 1958)	17.4 (July, 1957)	14.8
	Open Working	13.7 (July, 1958)	15.6 (June, 1958)	18.6 (July, 1957)	16.5
	Surface	9.7 (July, 1958)	10.5 (June, 1958)	11.5 (July, 1957)	10.6
	Over All	13.0 (July, 1958)	13.6 (June, 1958)	15.5 (July, 1957)	13.7

Source—(a) Government of Bombay, Deputy Commissioner of Labour (Administration)

(b) Employers' Association of Northern India, Kanpur.

(c) Government of West Bengal, Labour Commissioner.

(d) Chief Inspector of Mines, Dhanbad.

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING OCTOBER 1958, BY CAUSES.

Industry	Percentage of Absenteeism due to				
	Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk	2.0	3.1	2.2	17.3	24.6
Cotton	2.3	1.2	5.0	8.2	17.8
Engineering	2.0	3.5	3.0	1.3	10.7
Manufacturing (Others)	2.1	0.7	5.4	1.1	9.3
Oil	3.4	2.7	2.7	3.5	12.3
Coffee	3.1	7.0	3.8	4.0	17.9
Gold Mining	4.1	0.3	2.1	4.6	11.1
Sugar	2.0	3.3	7.8	0.3	13.4
Tobacco	3.8	—	5.9	0.3	10.0
Cement	1.6	—	3.3	15.2	20.1
Miscellaneous	4.3	2.8	1.4	2.5	11.0
Plantations.	3.2	—	2.8	11.2	17.8

Source:—Labour Commissioner, Mysore.



TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING NOVEMBER, 1958 BY CAUSES

Industry and Area	No of R. turns	Total No of Man shifts Scheduled to Work	Total No. of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras	1	334,344	21,878	4.4	0.3	0.8	1.0	6.5
Madras	7	1,44,534	21,844	3.8	6.2	3.9	1.2	15.1
Coimbatore	14	5,27,763	59,294	4.1	0.7	3.5	2.0	11.2
Tirunelveli	4	2,32,753	33,337	3.1	3.4	7.3	0.4	14.4
Others	5	1,15,043	10,159	3.4	0.5	3.8	1.1	8.8
<i>Woolen Mills—</i>								
Dhruval	1	58,214	6,003	5.9	0.1	3.3	1.0	10.3
<i>Iron and Steel Factories—</i>								
West Bengal	3	3,22,776	37,333	2.8	—	6.3	2.5	11.6
Bihar	2	83,592	10,378	2.3	0.8	3.6	5.0	11.7
Madras	1	17,334	1,874	3.8	2.6	4.4	—	10.8
<i>Ordinance Factories—</i>								
West Bengal	2	1,07,974	21,926	3.2	0.8	7.5	1.6	11.1
Bombay	5	2,14,204	23,898	3.5	0.0	7.5	1.1	12.1
Madhya Pradesh	3	1,09,890	23,793	3.6	—	8.0	0.3	11.9
Uttar Pradesh	7	2,86,289	30,941	4.1	0.7	4.7	1.3	10.8
Madras	1	23,767	2,192	4.6	—	4.6	0.0	9.2
<i>Cement Factories—</i>								
Andhra	..	..	..	..	..	..	..	..
Madras	2	68,362	8,274	5.1	0.8	6.2	—	12.1
Madhya Pradesh	2	26,154	4,700	10.4	3.9	2.5	1.2	18.0
West Bengal	1	16,715	1,930	2.7	—	3.9	4.0	11.5
Bihar	1	24,374	3,314	5.7	—	4.1	1.0	11.7
<i>Match Factories—</i>								
Bombay	1	35,099	3,119	1.5	0.8	1.6	5.0	8.9
West Bengal	1	37,576	3,259	2.7	—	3.3	2.7	8.7
Uttar Pradesh	1	34,224	3,273	0.5	—	3.3	5.7	9.5
Assam	1	21,843	2,813	7.0	—	4.6	1.3	12.9
Madras	1	34,086	4,549	6.1	0.1	5.0	2.1	13.3
<i>Tramway Work-shops—</i>								
Bombay	1	17,075	1,119	3.1	—	2.3	1.1	6.5
Delhi	1	2,109	333	2.9	2.6	6.7	3.8	16.0
Calcutta	1	27,416	1,485	1.4	2.0	—	2.0	5.4
<i>Telegraph Work-shops—</i>								
Bombay	1	29,091	3,649	1.3	2.7	6.2	2.3	12.5
West Bengal	1	48,060	4,676	3.2	—	6.5	—	9.7
Madhya Pradesh	1	31,188	3,169	0.2	—	9.8	—	10.0

Source — Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES.

(Base shifted to 1949=100)

Year	All India* original base 1949		U.K	U.S.A	Canada	Australia	Turkey Istanbul	Ceylon Colombo	Japan	Pakistan		Burma
	General Index	Food Index								Karachi	Narayan ganj	Rangoon
1950	101	101	103	101	103	110	95	105	93	96	93	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169		110	128	106	90	76
1956	105	105	141	114	118	179	140	109	128	110	105	85
1957	111	112	147	118	122	183	156	112	132	120	110	92
1957 Nov.	114	116	149	119	123	184†	164	115	132	124	112	91
Dec.	113	113	150	119	123		162	115	131	124	115	92
1958 Jan.	111	112	150	120	123	185	161	116	132	124	115	87
Feb.	110	110	149	120	124		164	115	131	127	113	84
March	110	110	150	121	124		164	114	130	124	113	83
April	111	112	152	121	125	186		114	131	127	110	86
May	113	113	151	121	125			115	131	125	115	90
June	166	118	153	125	125			114	132	126	115	93
July	119	122	150	122	125	187		112	131	129	116	97
August	120	124	150	122	125			114	133	128	.	97
Sept.	121	125	150	122	126			114	132	129	.	94
Oct.	123	127	152	122	126			116	..	121	..	..
Nov.	122(P)	127(P)						.		..	..	..

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the provisional all-India index on base 1944=100 during the month of November, 1958 was 166.98.

†Relates to quarter ending December, 1957

Source (i) I.L.O. except for all India Index.

(ii) Labour Bureau for all-India Index.

TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)  
(Base shifted to 1949=100)

State and Centres	Original Base	Con- ver- sion factor*	Index Number									
			General					Con- ver- sion factor*	Food Group			
			Nov 1958	Oct 1958	Nov 1957	Ave- rage 1957	Nov. 1958		Oct 1958	Nov. 1957	Ave- rage 1957	
1	2	3	4	5	6	7	8	9	10	11	12	
<i>Bombay—</i>												
Bombay	July 1933 to June 1934	1.67	131	132	125	120	3.66	136	137	129	123	
Ahmedabad	August 1926 to July 1927	2.48	118	117	107	104	2.55	125	124	108	105	
Sholapur	Feb 1927 to Jan. 1928	2.69	110	111	113	113	2.92	127	129	136	134	
Jalgaon	August 1930	4.23	115	113	106	105	4.02	120	118	103	108	
Nagpur	August 1939	3.77	124	122	114	112	3.84	127	125	116	114	
<i>Andhra Pradesh—</i>												
Hyderabad City	August 1943 to July 1944	1.54	127	126	125	124	1.51	142	143	146	139	
<i>Madras—</i>												
Madras City	July 1935 to June 1936	3.23	132	130	121	116	3.63	136	133	120	113	
<i>Mysore—</i>												
Bangalore	July 1935 to June 1936	3.01	133	132	129	126	3.42	134	133	128	126	
Mysore	Do.	3.03	131	128	124	120	3.42	137	132	126	121	
Kolar Gold Fields.	Do.	3.16	132	131	129	128	3.31	135	134	132	131	
<i>Kerala—</i>												
Ernakulam	August 1939	3.68	120	118	110	111	4.53	125	123	112	113	
Trichur	August 1939	3.58	126	124	112	112	4.75	130	128	111	111	
<i>Uttar Pradesh—</i>												
Kanpur	August 1939	4.78	106	108	96	9	5.38	100	108	89	87	

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor  
Source: State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period=100	General Index				Food Index			
		Nov. 1953 3	Oct. 1953 4	Nov. 1957 5	Average 1957 6	Nov. 1958 7	Oct. 1958 8	Nov. 1957 9	Average 1957 10
1. Assam—	2								
Tea workers in Assam Valley—	April 1951 to March 1952.	113	115	110	105	113	117	111	105
1. Staff and Artisan . . .		115	118	111	107	111	115	111	105
2. Labourers . . .									
Tea workers in Cachar Distt.—	April 1951 to March 1952.	117	120	110	108	123	127	115	112
1. Staff and Artisan . . .		106	109	100	99	106	109	99	98
2. Labourers . . .									
Rice and Flour Mill workers in									
Urban Areas—	1950								
1. Managerial and Mechanic class		101	104	101	99	99	103	98	98
2. Labourers . . .		101	104	103	101	99	103	102	98
Rice and Flour Mill workers in	1950								
Rural Areas—									
1. Managerial and Mechanic class		103	105	99	97	101	103	98	95
2. Labourers . . .		104	107	100	93	101	104	98	95
Rural Population in Assam	1944	135	160	154	152	..	—	—	..
2. Madhya Pradesh—									
1. Gwalior . . .	1951	..	115	96	98	..	121	95	99
2. Indore . . .	1951	..	108	92	93	..	113	90	93
3. Punjab—									
1. Patiala . . .	1952-53	..	..	109	110	..	..	101	103
2. Sarajpur . . .	1953-56	..	..	115	115	..	..	120	118
4. West Bengal—									
(i) Asansol and Raniganj Area	1951	114	116	107	103	119	121	109	104
(ii) Bankura and Midnapore Area	1951	116	121	107	103	124	131	111	106
(iii) Birbhum Area	1951	128	132	119	114	140	147	128	121
(iv) Malda-West Dinajpur Area	1951	95	97	83	84	100	104	90	85
(v) Nadia-Murshidabad . . .	1951	99	102	93	90	100	104	93	89
(vi) Calcutta . . .	1944	153	185	146	140	160	163	152	145

Source: State Governments.

**LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING NOVEMBER, 1958**

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July, 1955 and January, 1956, issues of the 'Indian Labour Gazette'. The corresponding index numbers for the latest available month on base: 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Monghyr recorded the maximum fall of 8 points. The index numbers for Tinsukia and Dehri-on-Sone declined by 5 and 4 points respectively. The index number for Mercara advanced by 5 points. The index numbers for 11 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for November 1958, are given below; only those for Delhi relate to December, 1958. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

**Delhi**

The index number receded by 2 points reversing the upward tendency noticed since May 1958 and stood at 118 during the month of December, 1958. The food group index number receded by 3 points mainly due to a fall in the prices of rice (-14), dal moong (-17), dal arhar (-6), mustard oil (-6), milk (-7), potatoes (-24) and gur (-34). The fuel and lighting group index number declined by 1 point due to a fall in the prices of mustard oil (-6). The clothing group index number also receded by point due to lower quotations for markin (-8) and khadi (-5). The miscellaneous group index number remained stationary.

**Ajmer**

The index number advanced by 1 point continuing the upward tendency noticed since May, 1958 and stood at 114. In the food group, there was a rise in the prices of wheat (3), rice (12), onions

(19) and sugar (9) and a fall in the prices of ghee pure (-5) and til oil (-6), the net result being an increase of one point in the group index number. The fuel and lighting group index number advanced by 2 points mainly due to higher quotations for firewood (2). The index numbers for the clothing and the miscellaneous groups remained stationary.

### *Dehri-on-Sone*

The index number receded by 4 points reversing the upward tendency noticed since May 1958 and stood at 108. The food group index number declined by 5 points mainly due to lower quotations for rice (-8) and wheat (-13). The clothing group index number receded by 1 point mainly due to lower quotations for sarees (-2). The index numbers for the fuel and lighting and the miscellaneous groups remained stationary.

### *Monghyr*

The index number receded by 8 points continuing the downward tendency noticed last month and stood at 99. The food group index number receded by 11 points mainly due to lower quotations for rice (-19), atta and wheat (-2) and dal masur (-5). The miscellaneous group index number went up by 1 point mainly due to an increase in the prices of pan-supari (6). The index numbers for the fuel and lighting and the clothing groups remained stationary.

### *Cuttack*

The index number further receded by 2 points continuing the falling tendency noticed since September 1958 and stood at 116. The food group index number declined 4 points mainly due to a fall in the price of rice (-13) and fish (-25). The miscellaneous group index number went up by 5 points mainly due to an increase in the prices of pan (16) and supari (8). The index numbers for the fuel and lighting and the clothing groups remained stationary.

### *Berhampur*

The index number advanced by 1 point fully neutralising the fall noticed last month and stood at 120. The food group index number advanced by 2 points mainly due to higher quotations for brinjals (27) and chullies (19). The other group index numbers remained stationary.

*Gauhati*

The index number receded by 2 points continuing the falling tendency noticed last month and stood at 103. The food group index number declined by 2 points mainly due to lower quotations for rice (-4). The clothing group index number declined by 1 point merely due to lower quotations for shirting (-1). The index numbers for the fuel and lighting and the miscellaneous groups remained stationary.

*Silchar*

The index number advanced by 1 point after remaining almost stationary during the preceding months and stood at 113. The food group index number advanced by 2 points mainly due to higher quotations for fish (10). The miscellaneous group index number receded by 4 points mainly due to lower quotations for supari (-52). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Tinsukia*

The index number receded by 5 points continuing the falling tendency noticed last month and stood at 118. The food group index number receded by 7 points mainly due to lower quotations for rice (-13) and wheat flour (-21). The fuel and lighting group index number advanced by 1 point due to higher quotations for matches (16). The miscellaneous group index number receded by 3 points due to a fall in the prices of pan (-25) and supari (-13). The index number for the clothing group remained stationary.

*Akola*

The index number showed only a fractional fall and remained stationary at 106 when rounded up to the nearest integer. The fuel and lighting group index number appreciated by 8 points mainly due to higher quotations for firewood (9) and Kerosene oil (13). The miscellaneous group index number receded by 3 points mainly due to lower quotations for pan-supari (-22). The index numbers for the food and the clothing groups remained stationary.

*Jabalpur*

The index number showed only a fractional rise and remained stationary at 113, when rounded upto the nearest integer. The clothing group index number appreciated by 2 points mainly due to higher quotations for twill (5). The miscellaneous group index number receded by 2 points due to a fall in the prices of hair oil (-4), tobacco (-14) and pan-supari (-6). The index numbers for the food and the fuel and lighting groups remained stationary.

*Mercara* (Base: 1953=100)

The index number further advanced by 5 points continuing the rising tendency noticed since September 1958 and stood at 133. The food group index number advanced by 8 points mainly due to higher quotations for paddy (18) and fowls (27). The miscellaneous group index number receded by 1 point due to lower quotations for soap washing (-8). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Bhopal* (Base: 1951=100)

The index number appreciated by 2 points continuing the rising tendency noticed since March 1958 and stood at 120. The food group index number advanced by 2 points mainly due to higher quotations for wheat (17). The miscellaneous group index number advanced by 3 points mainly due to an increase in the price of bidies (17). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Beawar* (August: 1951 to July 1952=100)

The index number advanced by 1 point continuing the rising tendency noticed since April 1958 and stood at 109. The food group index number advanced by 2 points mainly due to higher quotations for wheat (9) and gram (13). The miscellaneous group index number receded by 1 point mainly due to lower quotations for bidies (-5). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Satna* (Base: 1953=100)

The index number receded by 2 points reversing the upward tendency noticed since March, 1958 and stood at 115. The food group index number receded by 3 points due to a fall in the prices of rice (-9), berri (-10) and kodai (-8). The fuel and lighting group index number advanced by 1 point due to an increase in the prices of firewood (1). The clothing group index number receded by 1 point due to slight fall in the price of sarees (-1). The miscellaneous group index number advanced by 1 point mainly due to higher quotations for hair oil (7).



ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING  
CLASS ON PRE-WAR BASE: AUGUST 1939=100

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for November 1958 and December 1958 were 158.90 and 155.96 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8 Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of December 1958 on pre-war August 1939 base may be estimated to be 406.74.

TABLE 26—LABOUR BUREAU CONSUMER PRICE  
(Base shifted to 1949=100 except

Centres	General					Food group					Index
	Consumer on factory†	Nov 1958	Oct 1958	Nov 1957	Average 1957	Consumer on factory†	Nov 1958	Oct 1958	Nov 1957	Average 1957	
	2	3	4	5	6	7	8	9	10	11	
Delhi	1 32	129	118	112	114	1 25	127	125	114	117	
Ajmer	1 61	111	113	102	99	1 59	119	118	101	97	
Jamshedpur	1 38	128	129	122	115	1 29	132	135	127	117	
Dhanu	1 59	114	113	108	99	1 59	119	119	112	101	
Dehra on-Sone	1 79	108	112	108	108	1 69	109	114	108	106	
Monghyr	1 71	99	107	107	99	1 69	97	108	108	97	
Cuttack	1 47	116	118	119	119	1 53	115	119	109	109	
Berhampur	1 54	129	119	113	108	1 66	127	125	115	107	
Gachhat	1 28	103	105	106	103	1 29	109	111	113	109	
Sukkar	1 58	113	112	104	105	1 41	116	114	103	105	
Tinsukia	1 10	118	123	120	118	1 17	117	124	122	118	
Lodhiana	1 64	99	99	95	96	1 77	97	98	91	95	
Akola	1 68	106	106	98	96	1 93	94	98	97	89	
Jabalpur	1 51	11	113	109	107	1 52	113	113	106	103	
Kharagpur	1 27	121	122	111	109	1 42	124	127	112	109	
*Morena	—	1 53	128	118	114	—	114	136	124	119	
*Plantation Centres	—	—	114	112	108	—	—	114	110	107	
*Bhopal	—	1 59	118	99	101	—	117	115	87	94	
*Deogarh	—	109	108	94	95	—	101	99	87	85	
*Satna	—	115	117	101	99	—	117	120	98	95	

Source: Labour Bureau.

† December 1958 index figure 118.

‡ To obtain the index on original

The original base for centres marked with an asterisk and Valparais January to June 1949=100.

# INDEX NUMBERS FOR WORKING CLASS for centres marked with an asterisk)

Numbers

Food and lighting group					Clothing Bedding & Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base 1944-1945 for Nov 1953)
Conversion factor <sup>1</sup>	Nov. 1953	Oct. 1953	Nov. 1957	Average 1952	Conversion factor <sup>2</sup>	Nov. 1953	Oct. 1953	Nov. 1957	Average 1952	Conversion factor <sup>3</sup>	Nov. 1953	Oct. 1953	Nov. 1957	Average 1952	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1-81	81	75	81	81	1 23	153	159	129	140	1 45	111	112	115	112	158 905
1-65	98	96	90	89	1 83	96	96	104	105	1 64	115	115	114	107	182 85
1-66	104	104	105	104	1 18	119	138	127	124	1 49	120	120	111	110	176 16
1-28	83	83	83	82	1 08	97	97	100	92	1 83	99	90	92	91	181 49
1-47	97	95	102	104	1 31	112	113	117	118	1 85	101	101	108	112	184 29
1 31	75	75	86	86	1 29	121	121	120	121	1 21	109	108	100	99	169 84
1-49	102	102	97	100	1 30	110	110	118	114	1 43	115	110	123	120	169 91
1 85	94	94	95	93	1 58	105	105	104	102	1 40	111	111	115	120	184 70
0-67	129	129	141	140	2 15	64	65	65	64	1 40	89	89	89	80	131 90
1-89	105	105	106	105	1 35	122	122	122	122	1 17	91	93	101	101	150 46
0-58	100	99	94	98	1 23	134	134	131	133	1-11	118	121	112	114	129 45
1-57	73	73	78	77	1 02	130	134	162	165	1 76	95	96	89	90	162 18
1-00	118	107	97	94	1 05	144	144	143	147	1 32	113	116	101	100	177 18
1-43	104	104	110	109	1 23	114	112	109	107	1-58	115	117	119	117	170-25
1-14	125	128	126	120	1 25	99	101	103	103	1 42	113	112	105	103	161 38
—	111	111	107	105	—	106	106	102	101	—	105	106	102	101	..
—	—	—	—	—	—	—	137	137	131	—	—	104	106	104	..
—	119	119	121	120	—	113	113	111	106	—	142	179	125	117	..
—	168	168	158	149	—	119	119	116	113	—	111	112	105	101	..
—	98	97	99	101	—	116	111	107	109	—	125	124	111	110	..

<sup>1</sup>December 1953 index figure 165 95

base the figures given above should be multiplied by the conversion factor.

is as follows—Mercara : 1953=100, Plantation Centres (Comprising Gudalur Kullikandy Vaytharu  
Bhopal : 1951=100, Deogarh : August 1951 to July 1952=100 and Sateia : 1953=100.

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES

(BASE. Shifted to 1949=100)

Name of Centre	November 1958	October 1958	November 1957	Average 1957
MIDDLE CLASS				
1. Calcutta . . . . .	—	—	108	105
2. Asansol . . . . .	—	—	110	106
LOW PAID EMPLOYEES				
1. Visakhapatnam . . . . .	131	122	112	114
2. Eluru . . . . .	126	127	123	119
3. Cuddalore . . . . .	119	116	105	105
4. Tiruchirappalli . . . . .	112	107	100	101
5. Madurai . . . . .	115	108	103	101
6. Coimbatore . . . . .	122	118	111	110
7. Kozhikode . . . . .	112	110	103	106
8. Bellary . . . . .	116	112	116	117
RURAL POPULATION				
1. Adavivaram . . . . .	117	117	113	116
2. Thettangi . . . . .	120	120	129	118
3. Alamuru . . . . .	120	120	111	113
4. Madhavaram . . . . .	109	112	126	125
5. Pulyur . . . . .	121	115	114	110
6. Agaram . . . . .	124	117	116	113
7. Thulayanatham . . . . .	104	104	103	102
8. Erodu . . . . .	128	122	117	112
9. Gokulapuram . . . . .	104	104	100	96
10. Kinnathukudavu . . . . .	111	111	109	111
11. Guduvancheri . . . . .	99	99	94	92
12. Kunnathur . . . . .	108	108	106	103
13. Koduvallu . . . . .	100	98	98	99

Source: State Governments.

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 19 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF NOVEMBER 1958

(Base: 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of November, 1958, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953, issue of the Indian Labour Gazette. Articles for which the price relative during the month of November, 1958, showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign

Name of the centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
	<i>Urban Centres</i>
<i>Bombay—</i>	
Surat . .	Wheat (13), Mash Dal (11), Arhar Dal (12), Potatoes (17).
Dohad . .	Salt (25), Kerosene oil (10), Supari (11).
<i>Bihar—</i>	
Patna . .	Rice (—20), Maize (—14), Arhar Dal (20), Hair oil (17) Pan (—12), Supari (11).
<i>Mysore—</i>	
Hubli . .	Gramdal (13), Arhar Dal (10), Milk (13).
<i>Punjab—</i>	
Amritsar . .	Gram (13), Arhar Dal (17), Gur (—23), Potatoes (10).
<i>Uttar Pradesh—</i>	
Lucknow . .	Rice (—12), Moong Dal (—10), Mash Dal (—11), Arhar Dal (10), Gur (—15), Onions (12), Potatoes (28).
Agra . .	Rice (—14), Moong Dal (—10), Gur (—21), Potatoes (16).
Bareilly . .	Rice (—11), Barley (19), Moong Dal (—10), Arhar Dal (14), Gur (—10), Onions (16).
Banaras . .	Rice (—13), Jowar (—11), Moong Dal (—12), Arhar Dal (12), Gur (—15), Potatoes (13).
Meerut . .	Rice (—12), Arhar Dal (16), Gur (—43), Chillies (14) Potatoes (10).

Name of the centre and State (1)	Name of the commodities and variation in their price relative in bracket (2)
<i>West Bengal—</i>	
Howrah .	Pan (—15), Supari (18)
Budge Budge .	Rice (—12)
Kankuara	Wheat (—10), Supari (15).
Ranganj .	Rice (—11), Gram (10), Supari (15).
Calcutta .	Supari (10).
Gauripore	Onions (17).
Seraupore .	Wheat (—26), Arhar Dal (17), Onions (14), Potatoes (18), Pan (—23).
Ranchurapara .	Hair oil (15)
<i>Rural Centres</i>	
<i>Assam—</i>	
Naibang .	Supari (13).
<i>Bihar—</i>	
Teghura* .	Wheat (11), Rice (—24), Onions (26).
<i>Dombay—</i>	
Lakh .	Jowar (18), Chillies (14).
<i>Madhya Pradesh—</i>	
Multapi .	Arhar Dal (10).
Salamatpur .	Kerosene oil (18).
<i>Mysore—</i>	
Kudchi .	Jowar (11), Gram Dal (17), Arhar Dal (19), Chillies (50), Turmeric (—14), Onions (—11).
<i>Orissa—</i>	
Bambra .	Rice (—23), Arhar Dal (10)
Muniguda .	Rice (—16), Salt (29), Chillies (17), Kerosene oil (11)
<i>Rajasthan—</i>	
Nana .	Gram Dal (13), Match Box (—17).
<i>Uttar Pradesh—</i>	
Sbankargarh .	Rice (—17), Jowar (—11), Barley (12), Mash Dal (—12), Arhar Dal (16), Onions (10).



TABLE 28—contd.

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF NOVEMBER 1958

Items	Cuttack (West Bengal)	Barrackpore (West Bengal)	Kanchrapara (West Bengal)	Krishna (Andhra Pradesh)	Madang (Assam)	Teghra* (Bihar)	Lakh (Bihar)	Mulap (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kudchu (Mysore)	Malur (Mysore)	Bamra (Orissa)	Muniguda (Orissa)	Nana (Hajasthan)	Bhankargh (Uttar Pradesh)
<b>Cereals—</b>															
Wheat	94	87	87	134	130	123	123	144	98	138	172	125	131	75	114
Rice	168	173	161	134	130	137	137	144	98	138	172	125	131	75	114
Gram	28	122	119	133	130	137	137	144	98	138	172	125	131	75	114
Jowar	—	—	—	133	130	137	137	144	98	138	172	125	131	75	114
Barley	—	—	—	133	130	137	137	144	98	138	172	125	131	75	114
Maize	—	—	—	133	130	137	137	144	98	138	172	125	131	75	114
Chaffoo	104	103	99	—	—	134	—	—	—	—	—	—	—	—	—
<b>Pulses—</b>															
Moong Dal	132	114	120	—	—	124	—	—	208	—	84	—	147	76	—
Moth Dal	—	—	—	—	—	160	—	98	—	—	—	—	—	—	133
Gram Dal	102	109	103	103	—	148	96	—	—	112	—	—	—	91	—
Arhar Dal	134	137	128	122	84	150	126	123	133	150	90	117	130	—	147
<b>Other Food Articles—</b>															
Sugar	110	110	110	100	96	127	—	—	93	93	107	103	153	105	110
Gur	84	111	100	89	119	145	106	92	125	100	93	95	—	100	114
Ghee Vanaspathi	80	—	93	—	—	104	—	—	—	—	—	—	—	—	—
Ghee Pure	80	84	96	119	—	193	—	103	119	—	—	—	101	104	—
Edible Oil	86	84	98	109	99	100	100	93	83	100	256	96	99	96	92
Tea	124	123	113	110	133	103	119	123	119	132	132	—	132	109	—
Salt	92	100	92	75	86	92	73	80	90	89	90	63	80	120	82
Chilies	65	81	86	134	94	81	123	83	91	203	132	120	116	93	79
Turmeric	48	54	63	86	84	45	82	68	70	51	147	63	106	80	54
Meat	87	109	100	160	—	97	—	—	—	—	—	—	—	100	—
Fish	103	114	112	—	123	144	—	—	—	—	—	—	—	—	—
Onions	107	93	84	83	93	176	—	—	110	67	113	84	150	—	61
Potatoes	144	143	124	—	117	160	—	—	—	—	69	—	—	—	—
Milk	113	106	250	139	—	100	53	109	153	92	100	123	102	100	93
<b>Fuel and Lighting—</b>															
Firewood	97	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box	120	120	120	80	100	120	100	140	100	125	120	120	120	100	100
Kerosene Oil	100	100	100	—	119	112	92	83	112	—	89	112	79	113	100
<b>Miscellaneous—</b>															
Bidia	100	129	123	136	89	100	106	—	100	119	100	100	106	119	100
Tobacco	81	118	99	—	70	75	—	182	—	—	131	67	—	126	90
Soap Washing	66	91	86	107	69	112	156	218	271	100	417	150	75	92	88
Hair Oil	143	152	144	93	—	148	127	—	—	12	61	150	126	—	—
Pan	102	144	138	—	63	60	—	—	—	—	—	—	—	—	—
Supari	250	219	264	—	299	187	—	262	226	—	169	251	—	—	204



TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)  
(Base: 1952-53=100)

1	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year Aug '39=100)†
2	3	4	5	6	7	8	
1953* Average . .	100	96	109	110	100	105.6	401.9
1954 Average . .	84	66	98	104	100	99.6	379.1
1955 Average . .	73	56	85	97	99	91.6	348.9
1956 Average . .	93	78	99	113	105	102.6	390.5
1957 Average . .	102	87	107	118	108	108.7	413.7
1957—							
November . .	102	83	108	116	108	109.3	416.0
December . .	98	80	104	115	108	107.0	407.2
1958—							
January . .	97	80	103	114	108	106.0	403.4
February . .	95	76	101	111	108	104.7	398.5
March . .	95	78	102	111	108	105.4	401.2
April . .	97	82	105	114	108	107.4	408.8
May . .	99	82	107	114	108	108.2	411.8
June . .	106	91	113	115	108	111.7	425.1
July . .	110	100	118	118	108	114.7	436.5
August . .	114	102	120	119	109	116.0	441.5
September . .	115	105	121	119	109	116.5	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	109	114.0	433.9

\*Average of 9 months ending December.

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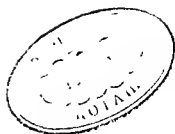
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Vol. XVI

February, 1959

No. 8

## AFRICAN LABOUR SURVEY

[The International Labour Office has recently published a book entitled *African Labour Survey* dealing with the labour conditions in the territories and countries South of the Sahara. The survey covers 34 territories, etc., having an area of 24.3 million square kilometers and a total population of 166.6 millions. The economically active male population in the area in 1955 was about 42.5 millions, consisting of 41.3 millions of Africans and 1.2 million Non-Africans. The book contains sixteen chapters dealing *inter-alia*, with economic and social conditions, land and labour, community development, manpower and employment, productivity of labour, technical and vocational training, etc. In view of the topical interest in the subject, a summary of the publication is given in the following paragraphs]—Editor.

1 *Land and Labour*—The economic foundations for social progress in Africa still lie in the field of primary production both agricultural and mineral. The African Society is still predominantly peasant in character but in a stage of transition, presenting an extremely varied pattern of development. This pattern at present embraces tribal groups who continue to practise a purely subsistence economy, largely based on shifting agriculture or nomadic pastoralism, intermediary forms in which though cultivation for subsistence still predominates, cash crop agriculture is increasing in importance, and areas in which highly commercialised rural economy has taken shape carrying on a wide range of activities other than primary production, such as processing and preparation for the market, trading and small rural industries. In the first stage are numerous tribal groups—still found in most territories—among which the lack of communications or of plantation or mining development discourage the growth of a market economy and keep cash incomes at a minimum. In the second stage are those areas in which economic development has given rise to demands for locally produced foodstuffs. This is the stage reached in districts near town and other employment centres over wide areas in East Central and South Africa. In the third stage circumstances favourable to the cultivation on a peasant basis of one or more export crops have developed and African farmers have been quick to adapt their cultivation patterns and other factors in their social and economic organisation.

to the needs of commercial farming on this basis. The huge West African cocoa industry, which is almost entirely in the hands of African growers, the groundnut industry in Gambia, Nigeria and French West Africa and the cotton industry of Uganda are only three examples. The development of plantations and other forms of farming by Europeans and the growth of other economic activities, such as mining, industry and commerce, have at the same time created considerable opportunities for wage earning outside the present agricultural sector. The result has been an exodus of manpower from the rural areas, sometimes for short periods but often on a permanent basis.

2. *Manpower and Employment*—The labour market in Africa is still marked by a certain rigidity, since workers respond only imperfectly to normal economic stimuli, and, moreover, are frequently restricted in their freedom of movement, either by inadequate means of communication or by restrictions imposed by law or custom. Besides, there are wide differences between one territory and another as regards availability of labour. It can also be asserted that the relation between the amount of labour actually employed at the present time and available manpower sources in given conditions is, in general, virtually unknown. In many territories, installation of up-to-date employment services has hardly begun and, in any case, these services have very little influence on the labour market in Africa.

3. *The Productivity of Labour*—There is no scientific basis for the proposition that any initial incapacity of the African rests on any difference in hereditary biological constitution between him and members of any other racial group. It is, of course, a fact that "by tradition and background the African is singularly ill-adapted for assimilation as an effective element in a wage economy on the modern pattern," and that his reactions differ widely from those of the European worker, whose background and aims are so different. It has also emerged from the Survey that "the African's work performance is at present unsatisfactory in many respects by European standards; that in quantity and quality it is often inferior, that the African sometimes lacks pride in his work, that he is often unstable and restless and prone to absent himself apparently without valid reasons." Monetary incentives can succeed with African workers only if they are linked to a basic wage which is itself satisfactory, and that this means a wage which (with any allowances) will be sufficient to support stabilised family life without outside assistance. Secondly, they can only succeed if the African himself is persuaded that he can, through wage-paid employment, move towards a life in which effort and competence are adequately rewarded and where his aspirations as a human being will not be frustrated by discriminatory treatment exercised either for political ends or owing to sheer lack of comprehension of his problems and hopes.

4. *Technical and Vocational Training*—The large-scale efforts being made to develop the African territories and to make them more self-sufficient have naturally given governments an incentive

to speed up the training of the technicians that are needed. Moreover, the investment in tools and equipment made by many of the industries installed in Africa in order to meet the higher demand for commodities in recent years is steadily forcing them to reduce their unskilled labour force and to train the most suitable workers for more technical jobs. Recognition of the importance of this question is increasing and training facilities are becoming available in most parts of Africa at a wide variety of levels.

5 *Industrial Relations*—There is a great diversity of patterns of industrial relations in Africa. The problems encountered are common to other underdeveloped areas, but owing to the varying stages of social evolution, there is divergence in the policies and legal provisions for various racial groups. At present, collective negotiation and collective bargaining are becoming to a continually increasing extent the means by which wages, bonus and certain aspects of conditions of work are being determined. In the non-self-governing territories the metropolitan governments concerned have in general accepted the thesis that collective bargaining should be promoted even if in some cases the communities concerned are in their view not sufficiently advanced to utilise collective bargaining machinery. In the independent countries, collective bargaining procedures are recognised as being appropriate for application generally or at least for some racial elements in the community.

Statutory provisions requiring the registration of trade unions exist in many parts. Separate trade unions for different racial groups exist in the area, in some cases even where the same trade union legislation is applicable to all groups. This arrangement is generally found where widely different ways of life and standards of living separate the groups concerned. The development of workers' organisations, however, in the area is in general completely inadequate for the extensive development of collective bargaining practices, particularly with regard to organisational and financial questions. The membership often fluctuates wildly, and the number of members who pay dues is often insignificant. The legislation of a few territories contains safeguards against victimisation and other unfair labour practices. The multiplicity of unions in some parts of the area is a factor impeding the development of collective bargaining. A number of limitations on strikes and lockouts exist in the territories, sometimes providing for the prohibition during the process of consultation and arbitration sometimes categorically prohibiting them in essential services and among certain categories of workers.

The number of employers' organisations are however, either inadequate or are not there to provide counterparts to workers' organisations for collective bargaining. In recent years, employers and workers are becoming increasingly familiar with modern industrial relations patterns and are recognising the importance of satisfactory human relations in industry. Conciliation and arbitration machinery exists in most of the countries and territories covered by the Survey.

6. *Wages*—The typical African worker comes from the rural milieu, and his wage in the new environment is in a way determined

by the general wage level in agriculture, including both subsistence and cash crop farming. His needs and desires which influence this wage are in the main of such a nature as to exercise a generally depressing effect on wage levels. No adequate data is available to draw a picture of the general wage situation. In a statement recently issued by the ICFTU the situation is described thus: Despite "difficulties involved in any attempts to estimate objectively the adequacy of wages, there are some clear indications that, even by very low standards, the wages of unskilled workers in Africa are near or below the level of mere existence, if not of downright poverty".

**7 Conditions of Work**—Largely due to the influence of international Conventions, which often recur in the newer legislative enactments, the wide differences in working conditions in African territories which existed in the past, are on the decline. The provision for an eight-hour day and a 40 or 48 hour week is becoming more and more generalised, the granting of holidays with pay has become a normal practice, and weekly rest is completely general. Children and young persons are employed in various types of work in agriculture, where they are generally used on such jobs as picking and sorting, but also to some extent in industrial undertakings. While women in Africa have from time immemorial carried out, in addition to the wide range of their domestic duties a large proportion of all agricultural work under subsistence conditions, they are not so far engaged to any great extent in paid employment, except in Southern Africa. In agriculture, women are frequently employed in such occupations as picking and sorting.

**8 Social Security**—The I.L.O. Committee of Experts on Social Policy in Non-Metropolitan Territories which held its fourth Session during December 1955 laid down certain principles for the adoption of new laws or regulations on Social Security. Since then improvements have taken place in the coverage for the following contingencies: workmen's compensation for accidents and occupational diseases, invalidity, old age and child maintenance. An account of these improvements may be given here.

The new legislation in the territories under French administration has, on the Committee's recommendations, abolished discrimination on account of race or national origin in relation to workmen's compensation in general and eliminated other limitations and restrictions. In Angola, in the Union of South Africa and in numerous territories under British administration, recent legislation has broadened the scope of the workmen's compensation system. Some progress has been made with regard to the provisions for the medical treatment of the victims of industrial accidents in Kenya, Uganda, Tanganyika and Angola. The benefit rate of compensation for temporary incapacity has been raised in Somalia, Union of South Africa, Kenya, Tanganyika and Uganda, in the last three territories, the waiting period has been reduced, and the compensation is to be paid as from the first day if the period of incapacity lasts three days or more.

The new legislation applying to the territories under French administration as a whole confirms the principle of a pension, as against lump-sum payment, in the case of permanent incapacity or death. Legislation on similar lines has been adopted in other territories. In the territories under French administration the new legislation also provides that workmen's compensation, including the collection of premiums and the payment of benefits, should be administered by the family allowance funds as a separate part of their duties; a general workmen's compensation fund has also been set up under public supervision to act as a guarantee fund.

As regards Invalidity, in the Belgian Congo and Ruanda-Urundi a contributory invalidity insurance system, similar to that which already existed in 1955 for European employees, has now been set up for African workers. Invalidity benefits are only paid provided the potential beneficiaries are not already receiving an old-age pension equal to or higher than the amount of the invalidity benefit or are not receiving workmen's compensation.

Since 1957 marked progress has been made in connection with old-age pensions in the Belgian Congo and Ruanda-Urundi, where a system of old-age pensions has been set up for the benefit of African workers, the scheme is financed by equal contributions from workers and employers and by government grants. It is administered by a Workers' Pension Fund, which has for the purpose been merged with the Colonial Pensions and Family Allowances Fund for Employees. Similarly the establishment in 1958 of the French West African Provident and Retirement Institution which operates a compulsory retirement scheme for all workers in private employment, marks a considerable step forward. As the number of permanent wage earners cut off from their traditional or tribal life increases, the authorities in some territories are showing greater interest in the possibilities of introducing systems of contributory old-age pensions.

Great progress has also been made as regards child maintenance and family social welfare in all the territories under French administration.

9. *Workers' Housing*—Housing problems are among the most critical facing governments in Africa at the present time, being a reflection of the process of social and economic transformation now taking place. The extension of wage-earning employment, the expansion of urban centres and the development of centres of employment have created problems in this field which are aggravated by the economic problems related to low national income, low levels of living, and the high cost of imported materials. The overall housing problem in most parts of Africa at the present time is that while the demand for improved standards is expanding, the economies of most countries and territories are unable to support the cost of housing of an acceptable standard on the scale necessary at the same time as meeting other social demands.

10. *Co-operatives*—The extent to which the co-operative movement has developed in the various countries and territories in Africa has been, according to the Survey, extremely uneven and has

depended largely on the extent to which individual governments have promoted it in various ways. Rural producers' co-operatives predominate in Africa and in fact their possibilities are yet far from fully explored. Societies with such classic activities as supplying farmers with commodities and services required in their work and in processing and marketing their products are of course well established in many parts. On the other hand, the possibilities of land improvement through irrigation co-operatives are virtually untouched, and co-operative farming societies are still rare. Credit co-operatives adapted to the needs of the agricultural and other producers concerned are being extensively used, though again far short of their possibilities. While emphasis has so far been on rural co-operatives, the great value of urban consumer co-operatives in offering alternative channels for the supply of consumer goods and the opportunity to the consumer of protecting himself against abuses of modern trading systems, should also be recognised. The difficulties of organising such co-operatives are considerable, and new forms may have to be considered, such as that now being tried in Western Nigeria, namely a single national society with local branch retail shops, distributing some of its commodities through petty traders and pedlars organised in co-operative distributive societies.

11. *I.L.O. and Africa*—The work of the I.L.O. in relation to Africa falls conveniently into three periods. The first, from the 1920s until just before the Second World War, was largely occupied with the adoption of international labour instruments—Conventions and Recommendations—on such matters as forced labour, recruiting, contract labour and penal sanctions. Partly as a result of this work and of the support received by the I.L.O. from both metropolitan and African governments, these problems, so typical of a generation ago, are now largely solved. Indeed, during and immediately following the war—the second period of the I.L.O.'s activity in relation to Africa—abusive practices connected with the procurement of manpower and its retention on the job ceased to constitute a major pre-occupation of the I.L.O., which undertook to set down in a group of Conventions adopted in 1947 the social purposes of economic development and a series of basic principles to which all policies designed to apply to non-metropolitan territories (of which many of the most important were in Africa) should conform, and to prescribe standards of living, remuneration of workers and related questions, problems of migrant workers, non-discrimination, education and training of workers. It further went on to deal with such matters of basic importance to the effective improvement of workers' standards as the right of association and the settlement of disputes between employers and workers, and labour inspection services.

In the third period, that is after 1947, the work of the I.L.O. in relation to Africa—apart from technical assistance work, which has grown steadily in importance—was largely channelled through its Committee of Experts on Social Policy in Non-Metropolitan Territories. Its aim was to secure the formulation by the Committee of a number of broad general considerations of policy for the guidance of the governments responsible for non-metropolitan territories in Africa and elsewhere, and to suggest to them practical means of applying existing international standards or of adapting practices.

widely in use elsewhere to the conditions of non-metropolitan territories, and, more generally of stimulating action on these problems in the territories.

In 1956, on the suggestion of the Committee of Experts, the Governing Body decided that the International Labour Office should undertake a comprehensive survey of labour and social policy in Africa

The Survey now published has been amended in the light of criticisms and suggestions made by the Committee of Experts at its Fifth and final session in December, 1957. The ILO has set up an African unit at its Headquarters in Geneva and an African Field Office was opened last month by Mr Jef Rens, Deputy Director-General of the ILO at Legos, Nigeria.

The ILO has also created a Special African Advisory Committee on the model of the Asian Advisory Committee. The first meeting of the Committee will be held this year at Luanda, Angola.

**12 The Future**—It would be most appropriate to end this article with what the Committee of Experts wrote about the future in its conclusions on the draft of the Survey. The Committee observed "The range of social problems confronting Africa in the present stage of her economic and social development is wide. many of these problems have become of pressing urgency for political, economic and social reasons. In respect of social policy as in other fields, Africa must evolve her own destiny by the co-operation of the governments responsible for her affairs with their peoples of all races and with each other. It has been said that it should be the aim of policy to raise the standard of living and in particular of such aspects as nutrition and housing. The possibility of doing so depends on financial resources which in turn depend on productivity. Several ways have been indicated in which greater productivity can be stimulated, aided and indeed made possible. But when all is said and done the issue depends fundamentally on the African. It depends on his wishes, his resolution and his decision whether he prefers to retain his own way of life and culture with all its achievements and attractions, including its emphasis on leisure or whether he considers that the fruits of modern civilisation make worth accepting some of the standards which have alone made them possible. With the rapid extension of sovereign rights to African territories this will increasingly become a matter for decision by the African peoples themselves and by their own governments. But Africa's destiny has been decisively influenced, and will continue to be so influenced, by the political, economic and social impact of the outside world, and will increasingly affect profoundly the course of world affairs. It is therefore a matter of urgency that the International Labour Organisation should by placing its experience and resources more fully at the disposal of governments, employers and workers alike, progressively equip itself to render to the peoples of Africa, in a manner comparable to its activities in other parts of the as interpreted by the Governments, employers and workers concerned, whatever services the special needs and problems of Africa, cerned, may require".

## REPORTS AND ENQUIRIES

### REPORT ON THE ACTIVITIES OF THE COAL MINES LABOUR WELFARE FUND DURING 1957-58

During the year under review the Coal Mines Labour Welfare Fund Act, 1947 was in force throughout India including the Khasi and Jaintia Hill district of Assam but excluding the State of Jammu and Kashmir. The Finances of the Coal Mines Labour Welfare Fund are derived mainly from an excise duty levied on coal and coke despatched from collieries. During the year under review, the rate of cess continued to be six annas per ton. The total sum realised on despatches by rail amounted to Rs 1,34,68,000 and on despatches made otherwise than by rail amounted to Rs 3,91,000. Income from other sources, e.g., rent of buildings, hospital fees, hire charges of ambulance van, X-ray equipment and interest on investments, etc. amounted to Rs 12,52,661. The total receipts of the Fund amounting to Rs 1,51,11,661 were apportioned to two separate accounts viz, the Housing Account and the General Welfare Account in the ratio of 13:3. The activities of the Fund are quite varied and are designed not only to benefit coal miners but their dependants as well. During the year, a sum of Rs \*60.4 lakhs was spent on various activities—Rs 57.6 lakhs on general welfare and Rs. 2.8 lakhs on housing. The following paragraphs describe briefly the activities of the Fund during the year under review.

**Medical facilities**—For providing medical facilities the Fund maintains two Central Hospitals (one each at Dhanbad and Asansol) and 4 Regional Hospitals—one each at Katras and Tisra in Jharia Coal-field and Chora and Searsole in Raniganj Coal-field. Another regional hospital was opened by the Fund during the year at Jamai in the Pench Valley Coal-field. In addition the Fund has one dispensary at Bhuli and another at Mugma. Both the Central Hospitals are well-equipped and have Dental, Eye and ENT, V.D., Radiological, Maternity and Gynaecological departments. The total number of patients treated in Central Hospital, Dhanbad was 56,339 (Outdoor 51,140, indoor 5,199) and in the Central Hospital Asansol was 50,315, (Outdoor 45,027, indoor 5,288). The total number of patients treated in the 5 Regional Hospitals during the year under review was 28,868. The number of cases treated in the Bhuli and Mugma dispensaries was 27,805 and 9,722 respectively. Rehabilitation Centres are also attached to both the Central Hospitals wherein 1,758 patients were treated. For the facility of the illiterate workers, social workers are attached to the Central Hospitals and they continued to attend to the personal and domestic correspondence of indoor patients.

The Fund pays annual grants-in-aid to such of the colliery owners as to maintain dispensaries of the prescribed standard for the benefit of labour employed in their collieries. During the year 1956, a sum of Rs 2,18,531 was paid as grants-in-aid to 31 dispensaries.

**Maternity and Child Welfare Centres**—The four Regional Hospitals had maternity and child welfare Section attached to them. Besides, Maternity and Child Welfare Centres were also run by the Jharia and Asansol Mines Board of Health for which the Fund has been paying an annual grant of Rs 50,000 to each of the Boards.

\*Provisional figures.



The maternity and child welfare services of the Jharia Mines Board of Health cater to about 160 collieries. In addition to the existing 28 active maternity and child welfare centres grouped, under nine circles, one new centre at Katras and three new centres at Nirsa, Mugma and North Laikdih Collieries, under one circle viz., Nirsa, were started during the year. The Lady Health visitor of the Fund in the Orissa Coalfield paid home visits and gave ante-natal and post-natal advice to women in the collieries of Taleher and Sambalpur coalfields. The Maternity and Child Welfare Centre at Jatachappa in the Pench Valley coalfield also started functioning during the year. The ten-bed maternity block constructed as an adjunct to the Government Hospital, Chanda at the cost of the Fund continued to function. The Fund is paying an annual grant-in-aid of Rs. 1,000 for its maintenance.

*Anti-T B Measures*—During the year under review, the two T B Clinics, one at Katras in the Jharia Coalfield and the other at Searsole in the Raniganj coalfield gave treatment to 100 and 287 patients respectively who were suffering from T B.

To give relief to colliery workers suffering from T B and undergoing treatment at the T B clinics of the Fund or admitted in the beds reserved at different sanatoria a scheme for payment of subsistence allowance to the dependants of such colliery workers was sanctioned. The rate of allowance in each case will be limited to a maximum of Rs. 50 per month for a period not exceeding six months. The allowance will be paid only in those cases where the patient happens to be the only earning member in the family and has no other means of income.

*Leprosy Relief*—The Dhanbad and District Leprosy Relief Association maintains a hospital at Tetulmary and six clinics at different places for the treatment of infectious lepers from collieries. The Fund has constructed one block of 10 beds at the Tetulmary Hospital where-in 12 old and 14 new patients were treated during the year. A recurring grant is being paid by the Fund to this block.

The Asansol Mines Board of Health is also maintaining a leprosy hospital at Asansol with four clinics. A 24 bed ward constructed by the Fund at the Asansol Leprosy Hospital is being utilized for treatment of colliery patients for which also the Fund pays grant-in-aid.

Under the scheme of supplying artificial limbs to disabled colliery workers at the expense of the Fund, 15 disabled miners were sent for necessary treatment to Military Artificial Limb Centre Poona and a sum of Rs. 13,386 was spent on this account.

*Anti-Malaria Operations*—In addition to providing medical facilities, the Fund took preventive action for controlling Malaria in the various coal-fields by residual insecticidal spraying of human dwellings, cattle sheds, etc. Six hundred and ninety-nine collieries and 446 villages were controlled affording protection to 9.69 lakhs of persons. Study of parasitaemia in fever cases was done in several coal-fields. At the end of the spraying season, annual spleen and parasite survey was carried out with a view to assessing the degree of malaria endemicity.

**General Welfare**—Miners' Institutes are the nucleus of the general welfare activities of the Fund. In these Institutes, the Fund arranges for recreation of workers and their families, imparts social and adult education, education of children and provides facilities for teaching of crafts etc., to women folk. Out of 60 institute buildings sanctioned, 46 had been completed in the various coal-fields by the end of the year. Construction work of the Institutes' buildings at Newton Chikli colliery in the Pench Valley coalfield and at Yellandu in Andhra Pradesh was nearing completion.

**Adult Education**—In all, 62 Adult Education Centres had been sanctioned, 53 were functioning in different coal-fields at the end of the year under review, including those centres which started functioning during the year. More than 3,300 workers had enrolled themselves at these centres. The total number of adults made literate up to the end of the year was 5,487.

**Welfare for Women and Children**—Of the 61 centres sanctioned, only 52 centres were functioning in the various coalfields at the end of the year, including five more centres which started functioning during the year. These centres continued to provide elementary education to workers' children up to class II and vocational training to workers' wives and other dependants. Knitting work done by Kamins was paid for in order to encourage them to take up this vocation as a cottage industry venture. There were 478 kamins on roll on the 31st March, 1958 in all the centres (excluding those in Andhra Pradesh). The drive for literacy was also continued at these centres where 265 kamins were attending the classes. A total of 194 kamins were made literate during the year, bringing the total number made literate from the commencement of the drive in 1955 to 449.

There were 2,544 children on roll on the 31st March, 1958 in all the centres (excluding those in Andhra Pradesh). Six hundred and ninety-five children were promoted to higher classes during the year. The number of children referred to higher schools was 192.

Supply of milk and tiffin to children attending the centres at a cost of Rs 185 non-recurring per centre and Rs 36 per child per annum recurring was introduced at all the centres. Chura, gur, fruits and UNICEF milk powder were supplied to the children on every working day. Arrangements were also made for medical examination of the children attending the centres.

**Children's Schooling**—Besides providing educational facilities to children at its own centres, the Fund continued to give grants-in-aid to three primary schools in Talcher, four in Andhra Pradesh and one each in Assam, Daryeeling and Korea coalfields. The scheme for grant of scholarship to sons and daughters of colliery employees at the rate of Rs 20 p.m. per scholar for general education and at Rs 30 for technical education was introduced during the year. Thirty-nine scholarships for general education and six for technical education were awarded.

**Housing**—One of the important activities of the Fund is to improve housing conditions of coal miners. For this purpose it has built in all 1,566 houses for miners at Bhuli, 219 at Bokaro, 180 at Kargali, 50 each at Giridih and Bhurkunda, 48 at Bijoynagar and 40 at Kurasia.

Under the New Housing Scheme, which has recently been sanctioned, the Fund itself will construct houses on the sites provided by the colliery owners. The new scheme provides for the construction of 30,000 houses during the next 5 years.

The Fund, besides directly constructing houses also gives financial assistance to employers who build houses for their workers. Out of 1,623 houses reported to have been completed under the Old Subsidy Scheme, claims in respect of 1,599 houses for subsidy amounting to Rs 11,02,216 were received. Sanction for the payment of a total sum of Rs 10,87,007 for 1,599 houses was received and payments were made to colliery owners. Under the Subsidy-cum-Loan Scheme, applications of 59 collieries for the construction of 3,677 houses were sanctioned. Of these, 1,639 houses were reported to have been completed and 552 were under construction at the end of the year.

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#### REVIEW ON THE WORKING OF LABOUR WELFARE FUNDS IN CENTRAL UNDERTAKINGS DURING THE YEAR 1956-57

As early as in 1946, an experimental scheme was formulated for the constitution of labour welfare funds in central industrial undertakings (excluding the establishments under the control of Railway Board and major ports) for the purpose of financing those welfare activities for which no statutory provisions existed. Though the scheme was initially meant for a period of four years, it is now being extended from year to year.

The Fund in each undertaking is constituted mainly out of the contributions made by the workers. The Government also makes an annual grant. In addition, there are certain other sources which accrue to the Fund such as, receipts realised from sources like fines fund, premium from contractors catering to the needs of the workers like fruit stalls, cycle stands, etc. and yields from certain welfare enterprises of a productive nature like canteens, dramatic performances, consumer stores, vegetable gardens, etc.

The Government's contribution to the Fund is subject to certain conditions, viz., (i) there should be in existence a Welfare Fund Committee consisting of the representatives of the Government and workmen engaged in the undertaking to administer the Fund, (ii) the form of welfare activities should be left to the discretion of the Welfare Fund Committee, (iii) the Fund should be utilised to meet the current expenditure but not capital expenditure and (iv) an annual statement of income and expenditure should be prepared for the scrutiny of the Audit Officer of the employing department.

The Government's grant for the year under report was equal to employees' contribution or Re. one per worker whichever was less, subject to further proviso of adequate funds being available in the sanctioned budget of the Ministry concerned. In practice however no uniform policy was followed by the Ministries in regard to their share of the contribution. The Funds are being utilised for initiating and promoting various non-statutory welfare activities, such as, indoor games and out-door sports; reading rooms and libraries, celebration of special festivals like Depawali, Republic Day; organisation of recreational and educational excursions, entertainment through films,

dramas, and bhajans. The Funds are also utilised for advances to meet initial expenditure towards canteens and co-operative societies which are repayable to the Fund interest-free loans to workers; charity grants for funeral expenses and for other special cases of economic and social hardship. During the year under review, the Funds existed in 160 undertakings. Of these 140 were in the Ministry of Defence and the remaining in other employing Ministries. The total number of workers employed in 160 undertakings was 1,36,511 of which 57,257\* workers contributed to the Funds. The total contribution made by them was Rs 70,440. The Government's contribution which was available to only 45 undertakings out of 160 participating in the scheme amounted to Rs 26,138. The total receipts of the Funds in the various Ministries amounted to Rs 1,86,576 during the year under review. The total expenditure of these Funds during the year under review was Rs 1,40,638 excluding the amount of interest-free loan granted to workers. The expenditure on different activities was (i) Sports—Rs 36,890 (ii) Health Schemes and medical aid—Rs 10,260, (iii) Education—Rs 36,883 (iv) Entertainment—Rs 34,900, and (v) Relief to workers—Rs 21,705. Due to the distribution of a huge amount to the tune of Rs 10.9 lakhs to workers as interest-free loans, the welfare activities suffered a setback. The Labour Officers had been requested in 1955 to persuade the Welfare Committees to limit the interest-free loans to 10 to 15 per cent of the amount available in the Funds and to organise Co-operative Credit Societies amongst the workers in case their need for loans was great. The welfare activities from the Funds have been expanding from year to year but without increase in the source of income to the Funds. However, the keen interest evinced by the workers was mainly responsible for the continuance of these Funds in many undertakings during the year under report.

The Funds are administered by Welfare Committees specially set up for the purpose in each undertaking. These committees consist of representatives of workers and employers. In some undertakings, the responsibility of administering the Fund was entrusted to the Works Committees. The Labour Officers in the undertakings were also associated with the working of the Fund in an advisory capacity.

It has been suggested, among others, that the employing Ministries should pay their share of contribution to each and every Fund entitled to it as the same is essential for the proper working of the scheme and that a limited portion of the Fund should be invested in the activities run on business lines.

### †RECENT TRENDS IN EMPLOYMENT AND UN-EMPLOYMENT

According to a study made by the International Labour Organisation to ascertain the recent movements in employment and unemployment in 40 countries of the world, some of the effects of the economic recession were visible in a majority of the countries studied, particularly those in North America and Western Europe by the end of March, 1958. In some of the countries, measures to stimulate business

\*This figure does not include workers in 3 undertakings of the Ministry of Finance.

†Source: International Labour Review Vol. LXXVIII No. 3 September 1958, pp. 291—

activity and to re-inforce the defences against loss of income had been taken. A brief resume of the recent movements in employment and unemployment as revealed by the non-agricultural employment indices is given below. The summary is confined to the general tendencies and data relating to individual countries have not been reproduced here.

Though the employment position during most of the post-war period was very favourable in the world as a whole there was little or no progress in reducing serious under-employment in a number of economically under-developed countries and in some cases unemployment had grown. Moreover, the generally favourable post-war employment position, received set backs three i.e. in and around 1949-50, 1953-54 and 1957-58. On a broad generalisation the U.S.A., Belgium and Japan registered a temporary decline in employment in 1949-50 whereas the upward trend was arrested in Canada in 1949 and in France in 1950. In the U.K., Germany and Australia and in numerous other countries, employment continued to rise even though production in many cases was adversely affected during the same period. The 1953-54 set-back affected the U.S.A., Canada, Belgium and France. Germany, Japan and many other countries however not only escaped this set-back but also experienced a continuous improvement in employment position.

The composite indices of employment in manufacturing industries in 23 countries covering most of the major industrial nations of the world but excluding U.S.S.R. and numerous Asian, South American and African countries showed that the total employment declined in 1954 by only about 1 per cent compared to the previous years. The index of employment in these countries increased to 103 in 1955, 106 in 1956 and 108 in 1957. Unemployment was considerable in many countries in 1949-50 and again in 1953-54 though the actual timing varied from country to country. The year 1955 was marked by a very general net decline in unemployment, except in Asia where scattered increases occurred. Employment continued to expand during the next two years, and a considerable number of countries experienced an actual shortage of man-power. In some cases idle reserves were practically exhausted and in a number of countries the rate of growth of the labour force was less than in earlier years.

In late 1957 and early 1958 employment conditions caused more concern than at any other time since the Second World War. By mid-1958, however, the effects of the down-turn in business activity on employment were less than was commonly supposed. Employment continued to rise in 1957, and in most of the countries, the average for that year exceeded all earlier levels. However, the rate of growth tended to decline in some countries towards the end of the year as recession lay-offs multiplied and new job opportunities diminished. Late in 1957, employment in the U.S.A., Canada, the U.K., Australia, Germany and Norway was still above the level of 12 months before. By early 1958, however, employment in all of these countries, and in a number of others, had fallen below the level for the same month of the preceding year. In most cases this situation did not persist beyond March. According to the latest available information, in 12 out of 18 reporting countries, the general level of employment was higher in 1958 than in the preceding year. Of the six countries with lower levels, only one, viz., the U.S.A., reported a decline of as much as 2 per cent.

representing a loss of 15 million jobs and expansion in the labour force of another 05 million persons

Twenty-three of the 40 reporting countries showed increase in unemployment during 1958 as compared to 1957. Of the remaining 17 countries, 12 reported decrease and in five there was virtually no change. In the great majority of the countries where unemployment rose, the increases were rather small, the chief exceptions being Canada, the U.S.A., Belgium, the Netherlands, the U.K., Ceylon, India and Japan.

Of the 19 European countries (excluding Yugoslavia), nine showed increased unemployment while eight showed a decline and in two countries there was virtually no change. The unemployment percentages computed for ten European countries ranged from 13 per cent in Sweden to 87 per cent in Italy. The rate was less than 3 per cent in the Federal Republic of Germany, the Netherlands, Norway, and the U.K., in addition to Sweden. Unemployment of 8 per cent or more was recorded by Belgium, Ireland and Italy. Combined figures for the countries of Western Europe in the first quarter of 1958 showed an unemployment rate of roughly 4 per cent of an aggregate labour force of nearly 85 million. The corresponding rate in U.S.A. was about 7.4 per cent of a labour force just under 70 million. Average unemployment rates for 1957 were slightly over 3 per cent in Western Europe and 4.3 per cent in the U.S.A. Economic conditions were also less favourable in Asia. In Pakistan the number of registrants at employment exchanges was slightly less in 1958 than in 1957. However, unemployment showed signs of growth in Japan, India and Ceylon. Besides, the statistics do not in any way reflect the underemployment of millions of Asian workers engaged specially in Agriculture and small scale commerce. The long-term outlook in Asian countries is not reassuring owing to the rapid population growth, averaging between 2 to 3 per cent annually. The rate of economic development in most of these countries was also not sufficient to prevent the growth of unemployment and under-employment. The employment situation in the less developed areas does not react noticeably in the short run to changes in economic conditions.

## LABOUR LAWS AND DECISIONS

### LAWS

#### MINIMUM WAGES ACT, 1948—EXEMPTIONS

In exercise of the powers conferred by sub-section (2-A) of Section 26 of the Minimum Wages Act, 1948, the Central Government in the Ministry of Labour and Employment have exempted from the provisions of the said Act, certain categories of workmen employed on building operations, viz., (i) Carpenters, Junior Painters, Mazdoors, Masons, Sweepers, Electrical Fitters and Mistry in Overseas Communications Service and (ii) Masons, Mazdoors and Fitter (General) Grade I in Telegraph Workshops at Calcutta and Jabalpur and Telephone Workshops at Bombay. These exemptions have been granted because of the terms and conditions of service applicable to the above classes of employees.

**BIHAR MATERNITY BENEFIT (AMENDMENT) BILL, 1958**

The above Bill to amend the Bihar Maternity Benefit Act, 1947 was introduced in the Bihar Legislative Assembly on the 8th December 1958 and the same has been published in the State Gazette for general information. The statement of "Objects and Reasons" of the Bill is reproduced below —

"The question whether there should be uniformity in legislation relating to maternity benefits was discussed by a Committee of the Indian Labour Conference during its session in January, 1954 and a suggestion was made that the Central Government should draw up minimum standards and recommend to State Government for adaptation. The Government of India have accepted the suggestion and have accordingly forwarded to the State Governments a copy of the model standards with the recommendations that these may be adopted either by enactment of fresh legislation or by revision of existing State laws where necessary

The Bihar Maternity Benefit Act, 1947, already contains some of the provisions included in the model standards and in a few cases the existing provisions of the said Act are more advantageous than those specified in the model standards. It is proposed to leave the existing advantageous provisions of the Bihar Maternity Benefit Act as they are and to incorporate the other items of the Model standards in the State Act."

(Notification No LAB-43/1958-5156-LA dated the 9th December 1958—The Bihar Gazette of December 10, 1958)

**KERALA INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958**

The Government of Kerala have enacted the above Act. It received the assent of the Governor of Kerala on the 24th December, 1958 and has been published in the State Gazette for general information. Salient features of the Act have already been published in January, 1959 issue of the Indian Labour Gazette.

[Notification No 9906/B(U)1/58/Law dated the 29th December 1958—Kerala Gazette (Extraordinary) of December 29, 1958]

**MINIMUM WAGES (CENTRAL) RULES, 1950—AMENDMENTS**

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948, the Government of India in the Ministry of Labour and Employment have made certain further amendments to the Minimum Wages (Central) Rules, 1950. The most important amongst them is the one whereby definition of the term 'Wages' has been revised so as to include therein house rent allowance also. The next in order of importance relates to 'Penalties for Offences under the Act'. According to this amendment a 'Company' as well as any of its members can be proceeded against and penalised for contravention of any provision of the Act or of any Rule or Order made thereunder. In the case of individual members, it has to be proved that, at the time the offence was committed, he was in charge of and was responsible to the

Company for the conduct of its business. No such person will, however, be liable to punishment if he proves that the offence was committed without his knowledge or that he exercised all due diligence to prevent the commission of such an offence. According to this amendment 'Company' means any body corporate and includes a firm or other association of individuals and 'Director' in relation to a firm means a partner in the firm. Other amendments, *inter alia*, modify provisions concerning 'Fines and Deductions' and 'Claims and Complaints'. Under the former, deductions have been allowed for payment of premium on life insurance policies subject to written authorisation of the person employed. Deductions have also been allowed for recovery or adjustment of amounts, other than wages, paid to the employee in error or in excess of what was due subject to the proviso that prior approval of the Inspector or consent of the employee concerned was obtained before making such deduction. As regards claims relating to payment of less than minimum rates of wages or less than the amount due to an employee under the provisions of the Act, the modified Rule provides that a complaint can be made to the Court after obtaining sanction of the appropriate Government or an Officer authorised by it in this behalf and within six months from the date on which the offence is alleged to have been committed. Complaints against contravention of the provisions falling under section 22(b) i.e. those relating to hours of work, weekly day of rest, maintenance of registers, submission of returns etc. can be made to the Court by or with the sanction of an Inspector within a month commencing from the date on which the Inspector accords sanction.

#### BIHAR MINIMUM WAGES RULES, 1951—AMENDMENTS

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948, the Bihar Government has made certain amendments to the Bihar Minimum Wages Rules, 1951. The amendments made, *inter alia*, relate to (i) the powers of the State Governments or the other Body concerned to nominate a substitute-member on the Committee or the Board appointed under the Act, in case the original nominee is unable to attend a particular meeting, (ii) deductions for recovery or adjustment of amounts, other than wages, paid to the employee in error or in excess of what is due to him, (iii) submission of annual returns by the employers within the specified period and (iv) medical examination of an employee whose age cannot be ascertained by mere appearance.

(Notification No VI/W3-1022/58L-19583 dated the 22nd November, 1958)

#### DRAFT AMENDMENTS TO MADRAS PLANTATIONS LABOUR RULES, 1955

The draft of certain amendments which the Government of Madras propose to make in the above Rules have been published in the State Gazette for general information. The main amendment relates to extension of the original Rules to the whole of the State of Madras including the Kanyakumari District and the Shencottahabuk of Trinunelveli District.

(Notification No G O Ms No 4865, dated the 19th December, 1958  
—The Fort St. George Gazette of January 7, 1959)



**DRAFT RAJASTHAN SHOPS AND COMMERCIAL ESTABLISHMENTS RULES, 1958**

As required by sub-section (4) of Section 40 of the Rajasthan Shops and Commercial Establishments Act, 1958, the Government of Rajasthan propose to make the above Rules under Sections 15(3), 18 and 40 of the Acts and have published them in the State Gazette for information of all persons likely to be affected thereby. The draft rules relate to matters concerning registration of establishments, hours of work; weekly holidays, cleanliness, procedure regarding payment of maternity benefit, etc.

[Notification No F 38(18)/Lab/58, dated the 8th December, 1958—*Rajasthan Gazette* of January 15, 1959]

**DRAFT ASSAM EMPLOYEES' INSURANCE COURTS RULES, 1958**

In exercise of the powers conferred by clauses (a) (b) and (c) of sub-section (1) of section 96 of the Employees' State Insurance Act, 1958, the Government of Assam propose to make the above Rules. These have been published in the State Gazette for general information. The rules, *inter alia*, provide for the constitution of courts, conditions of service of judges etc., procedure an execution of their orders, payment of fees, costs, etc.

(Notification No. GLR 544/58, dated the 12th December, 1958—*The Assam Gazette* of December 12, 1958)

**MADRAS INDUSTRIAL DISPUTES RULES, 1958**

The Government of Madras have framed the above Rules. The main features of these Rules have already been published in August, 1958 issue of the Indian Labour Gazette.

[Notification No G O Ms. No 4856, dated the 18th December, 1958—*The Fort St George Gazette (Extraordinary)* of December 27, 1958].

**DRAFT MADHYA PRADESH EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT-SERVICE SYSTEM) RULES, 1958**

In exercise of the powers conferred by clauses (a) to (b) of sub-section (1) of Section 96 of the Employees' State Insurance Act, 1948, the Government of Madhya Pradesh propose to frame the above Rules. These have been published in the State Gazette for general information. These Rules, when enforced, will repeal, the Madhya Pradesh Employees' State Insurance (Medical Benefit) Rules 1953 and Madhya Bharat Employees' State Insurance (Medical Benefit Service System) Rules 1955. Main provisions of the draft rules relate to medical benefit for insured persons and their families.

(Notification No 302-XVI dated the 24th December, 1958—*Madhya Pradesh Gazette* of December 29, 1958)

**MINIMUM WAGES ACT, 1948—APPOINTMENT OF CLAIM AUTHORITIES BY THE PUNJAB GOVERNMENT**

In exercise of the powers conferred by sub-section (1) of Section 20 of the Minimum Wages Act, 1948, read with the Government of India, Ministry of Labour Notification No LWI 24(61) dated the 20th June, 1951, and in supersession of the previous relevant notifications the Government of Punjab has appointed the Commissioners for

workmen's compensation to be the 'Authority' to hear and decide, within their respective jurisdiction, all claims arising out of the payment of less than the minimum rates of wages, remuneration for days of rest or for work done on such days or overtime wage to workers employed or paid in respect of undertakings within the purview of the Union and the State Governments as appropriate Governments. Such an Authority has also been vested with every Tehsildar and Naib Tehsildar of the Revenue Department in the State in respect of the agricultural workers within the limits of their respective jurisdiction

Notifications

- |          |                              |   |
|----------|------------------------------|---|
| (i) No   | $\frac{737-S-IV-Lab}{456-c}$ | II-58/92324,                                  |
| (ii) No  | $\frac{737-S-IV-Lab}{456-c}$ | (11)-58/92829 and                             |
| (iii) No | $\frac{737-S-IV-Lab}{456-c}$ | II-58/92835, dated the 13th<br>December, 1958 |

### DECISION

#### WHETHER TERMINATION OF SERVICE OF WORKERS DUE TO CLOSURE OF A SECTION OF AN UNDERTAKING IS RETRENCHMENT OR ILLEGAL CHANGE

A writ petition filed by the Berar Oil Industries, Akola against the judgment of the State Industrial Court, Nagpur declaring that the terminal of the services of the employees of the oil mill section on the ground of want of oil seed was an illegal charge as it amounted to retrenchment without fulfilling the condition laid down in Section 25F of the Industrial Disputes Act, 1947 was dismissed by the Bombay High Court (Nagpur Branch). It was held that what had taken place was a closure of a section and not the whole business. Consequently, the action, being retrenchment, could properly be regarded as an illegal change and thus fall within the jurisdiction of the State Industrial Court. The relevant facts of the case are summarised below —

The Berar Oil Industries, Akola, engaged in the manufacture of vegetable ghee and allied products gave notice, on 23rd June 1956 to its employees in the oil mill section, of its intention to close the section on account of shortage of raw materials and because of certain important trade reasons, thereby terminating the services of the temporary workers with effect from 25th June. The notice stated that the management would try to find alternative employment for the permanent employees. By a subsequent notice dated 24th July 1956, the management, informed the employees that in view of the arrival of fresh raw materials, the working of the section would be continued for such short period as would be necessary. It was made clear that the temporary employees whose services had already been terminated could continue to work in the oil mill section during this short period on the condition that their services would stand terminated on the completion of the work without any further notice being served on them. The notice of 24th July also informed the permanent employees that the proposed arrangements for them would be undertaken after the work of crushing seed was finished.

The union of the employees of the National Berar Oil Industries, a Recognised Union, thereon made an application to the State Industrial Court alleging that the employers had effected an illegal change by reducing the number of employees in the industry. The Union also alleged that the terms of the notice of 24th July 1956 effected an illegal change in the terms of employment. It, therefore, prayed for declarations to these effects. The employers opposed the pleas on the grounds that it was not within the jurisdiction of the State Industrial Court to entertain such an application and further that there was no illegal change whatsoever and what had taken place was a closure. The State Industrial Court held that it had jurisdiction and that what had taken place was not a closure but retrenchment which was an illegal change. It also held that the terms of the notice of 24th July purported to effect an illegal change.

The employers then filed a writ petition in the High Court under articles 226 and 227 of the Constitution for quashing the orders of the State Industrial Court. They reiterated that the State Industrial Court had no jurisdiction and that it was the District Industrial Court alone which had jurisdiction to entertain the application. The High Court did not accept this view and held that there was no bar to the State Industrial Court in entertaining such application. The petitioner argued that it was a case of closure of business and not retrenchment and accordingly the Industrial Disputes Settlement Act was not attracted. The High Court stated that oil mill section of the undertaking under reference was only a part of the entire undertaking and closure of business of that section would not mean a closure of business in its entirety but would be merely reduction of surplus staff. Retention of the permanent staff in other sections of the undertaking also showed that the management itself treated the entire undertaking as a single unit. In these circumstances the High Court held that it was a case of retrenchment. As the procedure laid down in the Industrial Disputes Act for retrenchment was not followed the action taken was an illegal change and the matter could be brought before the State Industrial Court. The writ was accordingly dismissed.

## LABOUR INTELLIGENCE

### INDIAN

#### MONTHLY LABOUR NEWS—DECEMBER, 1958

##### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows —

(i) Compared to the previous month, registrations at the Employment Exchanges increased by 44,881 i.e., by 26.7 per cent. At the end of the month the number of applicants on the Live Register was 11,83,299 as against 11,59,031 at the end of the previous month, thus registering an increase of 24,268 i.e., by 2.1 per cent.

(ii) The total number of vacancies notified to the Exchanges recorded an increase of 54 per cent. The number of vacancies notified increased both in public and private sector.

Of the vacancies notified to the exchanges during the month, 88.1 per cent were in the Government and quasi-Government establishments and local bodies. The number of employers utilising the services of the Exchanges increased from 6,351 during the previous month to 6,638 during the month i.e., by 4.5 per cent.

- (iii) The particulars of 1,31,669 applicants as against 1,12,059 during previous month were forwarded for available job opportunities. The number of placements effected during December 1958 was 21,037 as compared to 18,911 in November, 1958, thus recording an increase of 11.2 per cent.

The relevant statistics are presented in the following table.—

	December, 1958	November, 1958
Registrations	2,12,961	1,68,080
Number on Live Register	11,83,290	11,59,031
Number of Employers Utilising the Services of Employment Exchanges	6,638	6,351
Vacancies Notified	30,690	29,027
Placements Effected	21,037	18,911

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 81 closures affecting 7,970 workers, as against 43 closures affecting 3,101 workers in 40 cases in the preceding month. Of the 81 closures, 22 were due to cut in electric supply, 17 due to shortage of raw material, 13 due to end of season, 7 due to shortage of work, 4 due to breakdown of machinery, 2 due to partnership trouble and 1 each due to uneconomic working, lack of demand, order of the Standing Committee and financial difficulties. The reasons for 12 closures are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 31 units affecting 1,014 workers. In the previous month retrenchments were reported from 12 units in 8 of which 162 workers were affected. The main reasons for retrenchment during the month were trade reasons, shortage of raw material and shortage of work.

(d) *Lay off*—In the States supplying information, 95 units laid off 6,195 workers in 94 cases, mainly due to shortage of work, breakdown of machinery, want of raw material, financial difficulty and accumulation of stocks.

(e) *Employment in New Factories and Factories re-opened after Closures*—In the States supplying information, 193 new factories were registered, in 66 of which 5,309 workers were proposed to be employed. Information relating to employment potential in the remaining 127 units is not available. Seven factories re-opened after closure in 6 of which 223 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

## WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and if any infringements are noticed attempts are made to rectify the same. Recourse to legal action in the shape of prosecution is taken generally in cases of gross violations or against habitual defaulters. The table below shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of December, 1958, under the Factories Act, Payment of Wages Act, Minimum Wages Act, and the Shops and Commercial Establishments Acts in some of the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Unions Act, 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.

## ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED ETC., UNDER CERTAIN LABOUR LAWS IN DECEMBER, 1958

(a) Number of establishments inspected

(b) Number of prosecutions launched

(c) Number of convictions obtained

State	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
1	2	3	4	5	6	7	8	9	10	11	12	13
Assam . . .	23	—	—	24	—	—	29	—	—	269	8	3
Bombay . . .	2,000	158	97	56	—	—	138	—	—	477	19	6
Kerala . . .	406	4	3	197	—	—	560	4	4	2,770	3	—
Madhya Pradesh .	—	—	—	—	—	—	613	4	—	4,413	580	104
Mysore . . .	164	—	1	—	—	—	136	—	—	3,406	63	44
Punjab . . .	269	152	—	3,961	—	—	666	—	—	16,173	565	—
Rajasthan . . .	76	2	1	5	—	—	55	—	—	—	—	—
Uttar Pradesh .	591	43	—	270	—	—	1,244	1	1	6,297	—	—
West Bengal . .	553	1	—	439	—	—	—	—	—	8,810	1,687	131
Delhi* . . .	56	8	14	56	—	1	221	34	14	2,640	260	169
Tripura* . . .	—	—	—	—	—	—	38	—	—	71	—	6

\*Union Territories.

**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING DECEMBER, 1958.**

State	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered union at the end of the month
Andhra Pradesh . . . . .	N.A.	13	33	N.A.
Assam . . . . .	156	2	—	158
Bombay . . . . .	1,618	142	—	1,660
Kerala . . . . .	N.A.	99	9	N.A.
Madhya Pradesh . . . . .	—	—	—	314
Mysore . . . . .	384	6	—	390
Punjab . . . . .	451	7	—	458
Rajasthan . . . . .	239	12	18	224
Uttar Pradesh . . . . .	985	8	6	987
West Bengal . . . . .	2,231	17	—	2,248
Delhi* . . . . .	325	10	35	300
Tripura* . . . . .	30	—	—	30

\*Union Territories

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

The number of undertakings where Standing Orders were certified during December, 1958, was one in *Uttar Pradesh* and 3 in *West Bengal*.

**WORKMEN'S COMPENSATION ACT, 1923**

In *Andhra*, a sum of Rs. 40,690 was paid as compensation in respect of 15 fatal and 4 permanent disablement cases. In *Kerala*, 24 cases were decided during the month under review and a sum of Rs. 20,577 was paid as compensation. In *Rajasthan*, an amount of Rs. 8,820 was disbursed in six cases—2 each being fatal, non-fatal and registration of agreement cases. In *West Bengal*, 345 cases, under the above Act, were disposed of during the month and a sum of Rs. 1,51,069 was set aside for payment. In *Delhi*, 2 cases under the Act were disposed of during the month under review.

**WORKERS' EDUCATION**

In *Uttar Pradesh*, adult education classes were continued to be held at 4 labour welfare centres in Kanpur during the month. The average daily attendance in these classes was 44. In *Delhi*, Literacy classes were held at 8 centres.

## LABOUR WELFARE

In the *Punjab*, all the labour welfare centres continued to provide recreational facilities to workers and their families during the month. In *Rajasthan*, welfare activities in the shape of tournaments and cinema shows, etc., were organised at different labour welfare centres. In *Uttar Pradesh*, welfare activities like outdoor games, children's sports, music programmes, etc., were continued to be organised at the various labour welfare centres. In *West Bengal*, 30 labour welfare centres continued to function satisfactorily during the month and they carried on the normal recreational, educational and other welfare activities. In *Delhi*, usual welfare activities were carried on in all the labour welfare centres.

## INDUSTRIAL HOUSING

In *Rajasthan*, construction of 400 single room and 100 double room tenements at Bhilwara and 288 single room tenements at Pali under the Industrial Housing Scheme had been completed up to November, 1958. In *Uttar Pradesh*, 1,289 quarters under the Sugar Housing Scheme had been constructed up to the month under review and another 118 were in different stages of construction.

## COMMITTEES, CONFERENCES AND ENQUIRIES

In *Andhra*, a meeting of the Andhra Pradesh Coalfield Sub-Committee was held during the month. In *Bombay*, the report on the enquiry into employment and wages in shops and commercial establishments was finalised and submitted to Government. In *Kerala*, the Industrial Relations Committee for Timber Industry met during the month and decided that a night shift allowance of annas 4 per worker per day should be paid. The Coir Industrial Relations Council also met and approved the standardised rates in Coir Baling Section of the Coir Industry in Kozikhode area. Besides, meetings of the Industrial Relations Committee for (i) the Textile Industry, (ii) Oil Milling Industry and (iii) Engineering Industry were also held. A Committee for advising the Government regarding fixation of minimum wages for workers of Handloom Industry, was constituted under the provisions of the Minimum Wages Act, 1948. In *Mysore*, the State Apprenticeship Committee met during the month and discussed the details of Apprenticeship Training Scheme. A scheme for training of workers already engaged in industries, in modern methods also commenced during the month and 100 workmen were under training in evening classes. The first meeting of the Labour Advisory Committee was held on 19th December, 1958 under the Chairmanship of the State Labour Minister. The Committee *inter-alia*, discussed the following issues:—

- (i) Fixation of National and festival paid holidays to workers in private and State industrial undertakings, (ii) Investment of a portion of bonus paid to workers in the National Savings Certificates or crediting it to the provident fund, and (iii) Setting up of a tripartite committee for evaluation of implementation of agreements, awards, etc.

In *Uttar Pradesh*, the Sugar Bonus Committee met twice during the month and brought about an agreement between the parties on the question of payment of bonus for the crushing season 1957-58, to

the workers of the sugar factories in the State In West Bengal, a local committee for Calcutta Centre under the Workers' Education Scheme was formed during the month The Special Committee on Jute visited 2 jute mills and also discussed about implementation of the decisions taken by the Industrial Committee on Jute In Delhi, a meeting of the Labour Advisory Board was held during the month. The Board, besides discussing the report of the Sub-Committee regarding Bricks Kiln Industry considered the procedure to be adopted for the implementation of the principle of recognition of trade unions and facilities to those recognised, as recommended by the Indian labour Conference A meeting of the Local Committee set up under the Workers' Education Scheme was held wherein it was decided to start a Workers' Education Centre from 1st March 1959 In Tripura, an Evaluation Committee was set up during the month to examine the extent of implementation of agreements, settlements, awards, etc, and to suggest measures for the removal of difficulties, if any, in their implementation The Committee will also watch the extent of implementation and the working of the Code of Discipline in Industry.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING DECEMBER, 1958

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue It will be seen that in December, 1958, there were 96 fresh disputes In 87 of these disputes, for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 37,961 Out of these 22,500 were directly affected in units normally employing 82,391 workers The corresponding figures for the previous month were 99 fresh disputes, maximum number of workers involved in 97 disputes 29,839 and 25,799 workers affected directly in units normally employing 73,656 workers The number of disputes current at any time during the month was 126 In 117 of them the maximum number of workers involved was 44,489 out of which 28,951 were directly affected in units normally employing 89,197 workers The corresponding figures for the previous month were 136 current disputes, maximum number of workers involved in 134 disputes 35,548 out of which 31,477 were affected directly in units normally employing 79,930 workers The average number of workers involved in 117 current disputes during December, 1958, was 42,103 as against 34,569 in 134 current disputes in the preceding month The man-days lost during December, 1958, were 1,80,558 as against 1,77,574 during the preceding month. Thus, compared to the previous month though the number of fresh disputes remained more or less the same there was a considerable increase in the number of workers involved while the man-days lost increased only slightly. The corresponding time-loss during December, 1957 and the monthly average time-loss during the year 1957 was 5,16,744 and 5,35,777 respectively The average duration of disputes current at any time during December, 1958, was 4.3 days as against 5.2 in the preceding month.



Twelve of the current disputes resulted in lock-outs. These involved 2,266 workers and accounted for a time-loss of 36,909 man-days during the month. West Bengal accounted for 5 lock-outs, Bombay 4, Madras, Mysore and Uttar Pradesh one each.

Ninety-seven disputes terminated during the month of December, 1958. Of these 73 lasted for not more than five days each and only 4 lasted for more than thirty days each. The workers were completely or partially successful in 47 cases that terminated during the month. They were unsuccessful in 30 cases. The results were indefinite in 16 cases and not known in 4 cases. Among the important causes of fresh disputes may be mentioned "Personnel" in 36 cases and "Wages and allowances" in 23 cases. During the month under review the time-loss increased significantly in "Manufacturing" from 71,995 to 96,769, in "Construction" from 13,310 to 22,520, in "Commerce" from 240 to 1,606 and in "Transport, Storage and Communication" group from 687 to 1,947 man-days. It either decreased in the remaining groups or increased slightly.

West Bengal recorded a time-loss of 71,943 man-days during the month. This was the highest among all the States. Next in order came Bombay, Madras, Uttar Pradesh and Assam with a time-loss of 33,698, 16,362; 15,201 and 15,055 man-days respectively. Compared to the previous month, the time-loss increased in Bombay, West Bengal, Uttar Pradesh, Madhya Pradesh, Mysore, Delhi and Orissa by 20,235, 17,736, 3,939; 3,588; 884; 512 and 376 man-days respectively. It decreased in remaining States.

Regarding the industrial relations in the States there was nothing special to report.

#### DETAILS OF IMPORTANT DISPUTES

The strikes in Kanjkoah plantation, Panitola (Assam) and Simplex Concrete Pilco Ltd., Durgapur, reported earlier, came to an end during December, 1958 and caused a total time-loss of 11,020 and 10,200 man-days respectively. On the 19th December, 1958, about four thousand workers of Osmanshahi Mills Ltd., Nanded, struck work demanding increase in their wages. The workers, however, returned to work unconditionally on the 24th December, 1958, causing a time-loss of 12,373 man-days. On the 28th November, 1958, seven hundred workers of M/s. Jyoti Weaving Factory, Belgachia, Howrah, struck work as a protest against alleged assault on a worker by the Assistant Manager. The strike was continuing at the end of the month under review and caused a time-loss of 18,900 man-days during the month. On the 5th December, 1958, eight hundred and sixty workers of B.B.J. Construction Co. Ltd., Burnpur, Burdwan, struck work following the discharge of a worker. The management, subsequently, declared a lock-out on the 8th December, 1958. The lock-out was not lifted by the close of the month and had caused a time-loss of 19,780 man-days.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of December, 1958, was 36 as against 24 in the preceding month.

# SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during December, 1958, and the number settled or investigated by them

State	Number of Complaints Received during the Month Relating to								Number of Complaints settled or Investigated
	Wages and Allowances	Bonus	Personnel	Retrenchment	Leave and Hours of Work	Others	Not Known	Total	
1	2	3	4	5	6	7	8	9	10
Assam	81	26	92	1	33	82	—	315	317
Bombay	472	28	347	183	32	154	203	1,419	1,914
Delhi	—	—	—	—	—	—	283	283	300
Kerala	171	87	89	—	38	130	—	515	461
Madhya Pradesh	72	8	40	—	10	34	—	164	19
Mysore	86	10	37	76	11	41	—	205*	182
Punjab	155	16	106	161	23	223	6	602	759
Rajasthan	14	2	13	1	1	12	—	43	52
Tripura	12	—	3	—	—	—	—	15	4
Uttar Pradesh	141	38	176	—	25	—	145	530	509
West Bengal	36	—	4	1	46	67	4	158	—

\*Includes outstanding complaints of the previous month

## NOTE ON THE INDEX OF LABOUR EARNINGS OF WORKERS IN THE MINING INDUSTRY\*

The following two tables give the index of earnings for mining workers, the first series in relation to base at December, 1951 and the second (which is actually projected) at base December, 1939. The revised index numbers presented here do not exactly tally with the earlier figures upto 1955 published in the February, 1956 and October, 1956 issues of the Indian Labour Gazette. The index numbers in respect of the year 1957 are not exactly comparable with the earlier figures, as the re-organisation of States had affected the scope and coverage of the States concerned. The figures, however, serve to give a broad idea of the earnings, since the above changes mentioned are only minor.

\* Source: Inspector of Mines, Dhanbad

As can be seen from the tables given below the index showed a sudden increase in the years 1956 and 1957 and this increase was more predominant in the total coal and all-mining than in total non-coal. This was mainly due to the awards of the Payment of Wages Rules, 1956, and the awards of the All India Industrial Tribunal, 1957 for collieries.

TABLE 1

INDEX OF EARNINGS FOR MINING WORKERS DURING DECEMBER EACH YEAR,  
1952—57  
(Base, December, 1951=100)

	1952	1953	1954	1955	1956	1957
<i>Coal—</i>						
Assam . . . . .	112.4	114.7	111.3	115.2	139.4	153.9
West Bengal (Raniganj) . . . . .	109.0	107.7	104.6	108.0	149.4	173.3
Bihar . . . . .	107.5	107.8	112.4	113.2	159.9	173.7
Orissa . . . . .	123.9	135.0	136.1	136.0	186.5	197.2
Madhya Pradesh . . . . .	103.4	102.2	111.2	119.2	186.0	223.0
Vindhya Pradesh . . . . .	94.0	99.0	112.0	115.4	187.2	223.4
Hyderabad . . . . .	103.0	105.4	100.2	102.1	131.3	153.8
Rajasthan . . . . .	114.7	121.1	134.9	111.7	203.2	187.2
<i>Mica—</i>						
Bihar . . . . .	103.0	100.2	96.8	98.7	102.0	104.9
Rajasthan . . . . .	99.2	101.4	101.7	96.6	97.8	105.7
Andhra . . . . .	94.0	95.9	91.4	96.0	94.3	104.7
<i>Manganese—</i>						
Madhya Pradesh . . . . .	102.8	100.2	105.0	109.0	111.1	125.0
Orissa . . . . .	102.2	109.0	107.3	103.0	111.6	123.4
<i>Iron Ore—</i>						
Bihar . . . . .	109.2	110.1	112.8	113.2	130.6	137.6
Orissa . . . . .	97.6	94.1	94.1	97.6	103.2	114.3
<i>Copper—</i>						
Bihar . . . . .	104.6	105.7	102.7	102.8	113.4	121.5
<i>Gold—</i>						
Mysore (K.G.F.) . . . . .	103.0	103.1	99.1	101.3	121.3	120.0
<i>Limestone—</i>						
Madhya Pradesh . . . . .	103.2	111.3	126.6	133.7	127.0	145.8
Bihar . . . . .	103.8	104.7	109.7	108.6	113.0	114.5
<i>China Clay—</i>						
Bihar . . . . .	91.6	97.6	104.3	110.5	123.0	125.6
<i>Stone—</i>						
Bihar . . . . .	107.2	108.0	118.1	121.0	126.5	118.2
Total Coal . . . . .	107.4	107.5	109.7	112.2	158.7	178.0
Total Non Coal . . . . .	101.9	101.6	103.1	104.9	110.7	118.6
All Minerals . . . . .	105.7	105.6	107.6	109.9	147.6	169.0

For method of computation, etc. please see pp. 553-566 of the Indian Labour Gazette, February 1956.

TABLE 2

PROJECTED INDEX OF EARNINGS OF MINING WORKERS DURING DECEMBER  
EACH YEAR, 1952-57

(Base December, 1939=100)

	1952	1953	1954	1955	1956	1957
<b>Coal—</b>						
Assam . . .	306.6	312.9	303.6	314.3	380.3	419.9
West Bengal . . (Raniganj)	485.1	479.3	463.3	480.7	664.9	771.3
Bihar (Jharia) .	433.6	434.8	453.4	456.6	645.0	700.7
Madhya Pradesh	312.3	308.7	333.9	360.0	561.8	676.3
<b>Mica—</b>						
Bihar . . .	445.8	435.7	419.0	427.2	441.5	434.0
Andhra . . .	300.8	511.0	503.0	511.5	502.4	557.9
<b>Manganese—</b>						
Madhya Pradesh .	479.4	467.3	489.7	512.5	518.1	582.9
<b>Iron-Ore—</b>						
Bihar . . .	403.9	407.2	417.2	418.7	483.0	508.9
<b>Limestone—</b>						
Madhya Pradesh .	433.1	467.1	530.9	561.1	533.0	611.9
<b>China Clay—</b>						
Bihar . . .	364.7	376.7	402.6	426.5	474.7	484.4
Total Coal	433.6	434.0	442.9	453.0	640.8	723.3
Total Non Coal .	446.3	445.0	451.6	459.5	484.9	519.0
All Mining . . .	436.5	436.1	444.3	453.8	593.0	660.3

A STUDY OF TRENDS IN THE NUMBER AND TYPES OF  
EMPLOYMENT SEEKERS, 1953-57

The Manpower Division of the Directorate of Employment Exchanges recently made a study of trends in the number and types of employment seekers during the years 1953-57 as revealed by the *Live Registers* of the Employment Exchanges. A report embodying the results of the study has been published. The conclusions of the study are reproduced below —

- (1) The number of applicants on the Live Registers of Employment Exchanges increased steadily throughout the period under study i.e. 1953-57. The rate of increase, however, went down from 8,344 per month in 1955 to 6,012 in 1957 although during this period the monthly registrations were on the increase. This suggests that employment opportunities generated by the Five Year Plans up to 1957 were reducing the volume of unemployment.

- (ii) Applicants on the Live Registers for the purpose of this study were classified broadly into seven groups—(i) industrial supervisory, (ii) skilled and semi-skilled (iii) educational, (iv) clerical, (v) domestic service (vi) unskilled and (vii) others. The trends in respect of each group were as below:—

- (a) *Industrial supervisory*—The Live Registers in respect of this group remained more or less at a static level from 1955 to 1957. This indicated that persons with supervisory skills were readily being absorbed in employment during this period.
- (b) *Skilled and semi-skilled*—The Live Registers of skilled and semi-skilled personnel increased, but the rate of increase slowed down after 1955 until 1957. The bulk or registrants in this group were semi-skilled and often did not answer to the specifications laid down by employers. The fall in the rate of increase of the Live Registers showed a comparatively high rate of absorption of technical personnel entering the labour market.
- (c) *Educational*—There was a steady growth in the number of persons seeking teaching and other allied occupations during the period under survey. The increase during 1957 was particularly marked. The rate of increase in the case of trained personnel was much greater than in the case of untrained personnel apparently because more and more trained teachers were becoming available for employment.
- (d) *Clerical*—Next to the unskilled group the clerical group formed the largest component of the Live Registers. The size of the clerical group increased steadily except for a short period in the middle of 1956. The rate of growth also showed no signs of abatement. This will not change so long as young persons keep to their preference for white collared jobs or until alternative occupations are open to them.
- (e) *Domestic service*—This section of the Live Registers also showed a steady upward trend. Applicants registered for domestic service with Employment Exchanges usually had in mind work in establishments under public ownership and not under private individuals.
- (f) *Unskilled*—This constituted the largest single group of the Live Registers and as such, the trend of the total Live Register was largely governed by variations in the size of this group. Although the size of the Live Registers in respect of this group increased the rate of increase fell during the period 1955—57.

- (iii) The Live Registers exhibited seasonal fluctuations January and August being the peak months. April and November were the troughs. In regard to various groups such as educational, clerical, skilled etc., however, the seasonal pattern differed slightly from each other as well as from the variations of the Live Register as a whole.

- (iv) During the period under study, the rate of increase in placements was greatest in regard to the educational group followed by the clerical group. There was practically no increase in the level of placements of skilled and semi-skilled personnel through the Employment service. In regard to unskilled persons, there was a slight fall in the number of persons placed every month.

The above conclusions should be studied with caution in view of some very definite limitations in the data thrown up by the Employment service. For instance only about 1 in 4 of the unemployed register at Exchanges. The private sector, as such, uses the Employment service sparingly. This naturally discourages some registrants which in turn discourages the use of the service by the private sector.

### CENTRAL COMMITTEE ON EMPLOYMENT\*

A Central Committee on Employment has been constituted to advise the Ministry of Labour and Employment on matters relating to employment, creation of employment opportunities and the working of the National Employment Service. The Committee consists of 30 members including the representatives of (i) State Governments, (ii) employers' and workers' organisation, (iii) Board of Small Scale Industries, (iv) All-India Khadi and Village Industries Commission. Besides, four members of the Parliament and one economist have also been appointed as members of the Committee. The Union Minister of Labour and Employment is the Chairman, and the Director General of Resettlement and Employment is the Secretary.

### SAFETY IN MINES

The Conference on Safety in Mines met at Dhanbad on the 29th January, 1959. The conference was addressed by Shri Abid Ali, Deputy Minister for Labour, who urged that the question of safety should be approached with objectivity and without mental reservations. While there might be differences over the methods to be adopted there could not be any room for conflict in the matter of ensuring the safe working of mines. Mining involved hazards, both natural and mechanical. As mines were more and more mechanised and electrified, new sources of danger from new equipment arose. It was, therefore, an absolute necessity that all the three parties viz., the management, workers and the inspectorate who were directly concerned in maintaining safety in mines should play their part conscientiously and in full cooperation with one other. Rules and regulations, by themselves could neither be adequate nor effective in ensuring safety unless the people charged with the observance of safety regulations brought to bear on their work a high sense of duty. The men in-charge of safety at every level must approach their task not in a petty spirit of technical compliance with legal requirements but with constant awareness of their great responsibility and of the serious consequences that might follow from a slip on their part. The slightest slackness or lack of vigilance on the part of a single individual in the chain could result in a disaster. He added that in case of accidents the worst sufferer was, no doubt, the worker. The workers' organisations had therefore,

\*For functions of the Committee, see p. 391 of the Indian Gazette, November 1958 issue.

a clear duty in promoting safety consciousness among workers and in making them more and more safety-minded. Such consciousness came through education, training and propaganda. The workers often went down to the pits without an adequate knowledge of hazards to which they were exposed. The problem could be solved if some initial training was given to the workers before they were put on job. The Dy. Minister stated that it might not be feasible to launch upon any elaborate training programme immediately but a beginning could be made on a modest scale. He exhorted the workers' organisations to address themselves earnestly to this task. He added that the question of discipline was very relevant in this context and if the employers and workers observed the Code of Discipline it would help to create conditions in which the observance of safety measures would be relatively easy. It would also open the way for cooperation of all parties concerned on all vital matters of common interest like safety.

#### WORKS COMMITTEES IN THE STATE OF RAJASTHAN IN 1957

The Government of Rajasthan has recently prepared a report on the functioning of the Works Committees constituted under the Industrial Disputes Act, 1947 during the year ending the 31st December, 1957. According to the report, 50 units were required to constitute such committees by the end of 1957. However, Works Committees existed only in 33 of these establishments. The industry-wise distribution of the Committees was Textiles—8, metal and engineering—8, sugar—2; glass and cement—1 each, and others—13.

The Committees mainly discussed such matters as (a) absenteeism and its causes, (b) paid-holidays, (c) overtime and overtime payments, (d) investment in National Saving Schemes (e) safety (f) supply of uniforms, (g) facilities provided under various labour laws, or by custom and/or tradition and (h) miscellaneous problems relating to individual adjustments and common relationship arising out of day-to-day working. In spite of several impediments in the smooth working of these Committees, the position on the whole was quite assuring. The report recommends that the unanimous recommendations made by these Committees should be honoured by both the employers and workers. To this end the employers should take immediate steps to implement the unanimous recommendations made by these Committees and the workers' representatives should convey the decisions, etc., of the Committees to the workers.

#### AGREEMENT BETWEEN THE REPRESENTATIVES OF EMPLOYERS AND WORKERS IN THE CASHEW ESTABLISHMENTS IN AND AROUND QUILON (KERALA)

An agreement was arrived at between the representatives of the employers and the workers in the cashew establishments in and around Quilon in a conference held by the Labour Commissioner Kerala, on the 18th August, 1958. The meeting was attended by the State Labour Minister also. The salient features of the agreement were:—

- (1) The employers agreed to pay bonus to the workers for the years 1125 and 1126 at the rates awarded in I.D. No. 15 of 1951; for the year 1129 an additional bonus equivalent to

1½ per cent of the total earnings and for the year 1133 and the period upto December, 1958 at the rate of 6¼ per cent. of total earnings. The amounts due were to be paid before the end of January, 1959

- (ii) The demand for an additional bonus over 4 per cent. for the years 1127 and 1128 was withdrawn by the workers' representatives
- (iii) The agreement also provided for the payment of bonus to the staff in cashew establishments subject to a minimum rate of one month's salary and allowances for the year 1957 and one and a quarter month's salary and allowances for the year 1958
- (iv) The employers, without prejudice to their contentions against the Award in I.D. No 46/56, agreed to introduce the rates of salary and allowances mentioned in the said Award with effect from 1st July, 1958 as a regular feature. The arrears that became due to the employees till that date were agreed to be paid in lump sum in the last week of December 1958 or at the closure, if any, of the establishments, whichever was earlier
- (v) The parties agreed to constitute an Industrial Relations Committee consisting of three representatives each of the employers and the employees with the State Labour Commissioner as Chairman for consideration and settlement of mutual differences.
- (vi) It was also agreed to frame a Code of Conduct to be followed in this Industry on the lines of the one adopted at the Indian Labour Conference, 1957

## NEWS IN BRIEF

### SIXTH SESSION OF THE INDUSTRIAL COMMITTEE ON COAL MINING

The above Session will be held at New Delhi on the 21st February 1959. The agenda is as follows:—

(i) Action taken on the conclusions of the Fifth Session of the Committee held in New Delhi in August 1956, (ii) Abolition of contract system of employment in coal mines, (iii) Abolition of the Coal Mines Recruiting Organisation and other private Labour Camps and the further continuance of the Gorakhpur Labour Organisation, (iv) Conclusions of the ad-hoc meeting of the Coal Mining Interests held in Calcutta on the 3rd August 1958\*, (v) Revision of the Standing Orders in the coal industry, (vi) Re-employment of workers partially disabled by accidents and workers cured of T.B., (vii) Inclusion of malis, sweepers, domestic servants, colliery school teachers, and non-working miners' sirdars within the scope of Coal Mines Provident Fund Scheme, (viii) Water supply in the coal fields, (ix) Review of the position regarding provision of pit-head baths and creches at the coal mines, (x) Election of works committees, (xi) Gratuity and old

\* Only for information



age pension, (xii) Conclusions reached at the Mines Safety Conference, (xiii) Implementation of the Code of Discipline in the coal mining industry and non-implementation of enactments, awards etc. in the coal industry (xiv) Training Scheme for coal mine entrants, (xv) Grant of paid festival holidays to doctors, employed in collieries, and (xvi) Proposal to constitute a Sub-Committee for discussing general problems concerning workmen employed in the coal-industry.

#### SECOND SESSION OF THE CONFERENCE ON SAFETY IN MINES

The second Session of the Conference on Safety in Mines was scheduled to be held on 29th January, 1959 in the Auditorium of the Indian School of Mines and Applied Geology Dhanbad. The following items were to be discussed at the Conference

- (i) Reports of the Committees A, B and C set up by the Conference at its last Session
- (ii) Report of the Court of Inquiry which enquired into the accident in Chinakuri Colliery on 19th February, 1958
- (iii) Sand stowing arrangements during depillaring operations in mines.

#### I.L.O. INDUSTRIAL COMMITTEE ON COAL MINES SEVENTH SESSION

The Seventh Session of the Industrial Committee on Coal Mines has been convened by the International Labour Organisation at Geneva from the 27th April to the 8th May 1959. The Agenda of the Meeting will be — (i) General Report, dealing particularly with —

- (a) Action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee;
- (b) Steps taken by the Office to follow up the studies and inquiries proposed by the Committee, and
- (c) Recent events and developments in the coal mining industry.

(ii) Principles and methods of wages determination in the coal mining industry, and (iii) Labour-management relations in the coal mining industry with emphasis on the human aspects of relations within the enterprise.

#### VOCATIONAL AND TECHNICAL TRAINING

By the end of November 1958, 22,325 persons were undergoing training in various vocational and technical trades under the Craftsmen and Displaced persons Training Scheme. The corresponding figure for the previous month was 22,273. Of the total number of trainees at the end of November, 1958, 1,815 were displaced persons and 785 women, besides 467 displaced persons were receiving practical training in production work in Uttar Pradesh and West Bengal under the Apprenticeship Training Scheme. Two hundred and ninety-seven instructor-trainees were receiving training at the Central Training Institutes at Koni-Bilaspur and Aundi and 31 women, at the Industrial Training Institute for Women at Delhi at the end of November, 1958.

### BONUS TO THE TEXTILE WORKERS OF AHMEDABAD FOR 1957

The Textile Labour Association, Ahmedabad concluded settlements with 57 cotton textile mills in Ahmedabad in the matter of bonus to the employees for the year 1957. It is estimated that a sum of about Rs 132.5 lakhs will be paid as bonus for the year 1957 to nearly 1.27 lakh workers. The amount of bonus was 48 per cent of the annual basic earning in the case of 35 mills and between 5.74 per cent and 14.85 per cent in the case of 4 mills. In the remaining 18 mills, the percentage varied between 22.12 and 25.

### \*BONUS TO TEXTILE WORKERS IN MADRAS STATE

By an award of the Industrial Tribunal Madras, about 50,000 workers employed in 43 textile mills in Coimbatore and Salem Districts were granted bonus varying between 1—7 months' basic wages for the year 1956. Eleven units were directed to pay bonus equivalent to 7 months' basic wages, 7 units equivalent to 6 months' basic wages, 11 units equivalent to 5 months' basic wages, 5 units equivalent to 4 months' basic wages, 2 units equivalent to 3 months' basic wages, 4 units equivalent to 2 months' basic wages, 1 unit equivalent to 1½ months' basic wages and 2 units equivalent to 1 months' basic wages. One unit (not included above) which had incurred deficit and had already paid bonus equivalent to 1½ months' basic wages to its workers was allowed to recover it in 12 instalments commencing from 1st January, 1959.

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### EXTENSION OF MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSONS UNDER THE EMPLOYEES' STATE INSURANCE SCHEME

Medical benefits under the Employees State Insurance scheme have been extended to families of insured persons in certain specific areas of Assam with effect from the 28th December 1958 and certain areas of Madhya Pradesh and Andhra Pradesh with effect from the 26th January, 1959.

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### FOREIGN

#### LABOUR MANAGEMENT CO-OPERATIVE COMMITTEES IN BRITAIN'S ELECTRICITY SUPPLY INDUSTRY†

It is commonly accepted in Britain that the electricity supply industry has, since it was nationalised in April, 1948, achieved very promising results in the development of joint consultative committees. Before 1948, there had been in some parts of the industry works committees representatives of managements and manual workers. But

\* Published in the Fort St. George Gazette Extraordinary, Madras, dated 23rd October 1958.

† Published in Industrial and Labour Relations Review, October, 1953, p. 86—103.

these committees rarely dealt with matters other than wages and terms and conditions of employment. The development and work programmes of these committees in the electricity supply industry which employs about 1,83,000 workers are briefly described below.

*Origin and Growth*—The Electricity Act, 1947 enjoined on electricity boards to make agreements with the appropriate trade unions for the establishment and maintenance of machinery for settlement of terms and conditions of employment of employees by negotiation, for the promotion and encouragement of measures affecting safety, health and welfare of employees, etc. In January, 1949, an agreement was signed between the Central Electric Authority and its area boards on the one hand and trade unions in the industry on the other providing for a comprehensive three-tier system of joint consultation—one at the National Level, the second at the District Level and the third at a Local Level. The system covered all employees—manual, clerical, administrative, technical and managerial—in the industry. The Councils and Committees are consultative in character and have no explicit executive authority. But to make the work of these Councils and Committees effective, it was agreed that at each of the three levels top management should be members and act as Chairmen. In January 1949, a National Joint Advisory Council consisting of members of the Central Electricity Authority, chairmen or deputy chairmen of the area-boards, controllers of the generating divisions and representatives of the trade unions, was set up under the chairmanship of the chairman of the Central Electricity Authority. In June 1949, twelve district joint advisory councils were set up in England and Wales. Each such council consisted of senior representatives of the electricity boards and district representatives of the trade-unions. In October-November, 1949 the local joint consultative bodies (i.e., local advisory committees) consisting of members of management and elected representatives of all the employees were created and met. The jurisdiction of these committees covered a local management unit such as power station or a small compact group of such stations and districts.

*Functions*—(a) The National Joint Advisory Council is mainly concerned with the development of the industry's personnel policies (other than those dealing with terms and conditions of employment) and the development and revision of the joint consultative system as a whole. In the first five years, the National Council had to devote most of its time to formulating schemes of education, safety, health and welfare and recommending them to the electricity boards for adoption. During this period i.e., between 1949—1954 over 100 recommendations covering a variety of subjects were made. All these recommendations made by the Council during this period were accepted by the Central Electricity Authority and most of them, by the area boards. The latter inform the National Council of the steps taken to implement the former's recommendations. Up to 1952, the National Council continued to provide stimulants to the local advisory committees. But in 1953, the National Council re-oriented its policy and started picking up ideas developed by individual committees and bringing them to the attention of all the committees. Specially prepared papers on specific subjects were circulated and discussed at

various levels. The National Council also initiated two reviews of its own work and that of the districts councils and local committees. The second review was done in 1955-56 by a sub-committee of the National Council and it made a number of recommendations which were accepted by the council. Most of these recommendations called for constitutional changes and a revision of the original agreement between the electricity boards and the trade unions. The new agreement was signed in March 1957 and the new constitution came into force on 1st April 1957. The new constitution provides for a direct employee representation to maintain a direct link between top managements at national and district levels and the men on the shop floor. The other constitutional changes have resulted in making compulsory (i) the holding of an annual conference on joint-consultation in each district, (ii) regular presentation of progress reports to local advisory committees by their Chairmen, (iii) organisation of at least one local employees' meeting each year by the L.A.C.'s, and (iv) preparation of annual reports by L.A.C.'s.

(b) The work of the District Joint Advisory Councils is more or less similar to that of the National Council. The main respects in which their work is different are: (i) the District Councils examine how the National Councils approved recommendations could best be carried out in the districts concerned, and (ii) they i.e., the District Councils being directly in touch with L.A.C.'s in their districts directly stimulate their development.

(c) The Local Advisory Committees form the foundation of the joint consultation system since it is they that directly and decisively affect the quality of human relations in the industry. Nearly 500 such committees are functioning in the industry. Normally each committee consists of about 15 members, of whom five or six are nominated by management with the local manager in the chair, and nine or ten elected representatives of the manual, clerical and administrative and the technical staff. Manual workers almost always predominate in numbers. The functions of the local committees during the past eight years have undergone three distinct phases of development: (i) The first phase of development up to middle of 1951 followed the conception that the Local Advisory Committee was a welfare-cum-complaints committee and as such, its activities were of a restricted nature. During this period the managements looked upon these committees with a certain degree of apprehension and considered them as a threat to their traditional rights and status as managers; (ii) During the second phase of development i.e., up to mid-1954, the organisation gradually made a place for itself in the industry and the old suspicions and misunderstandings among managers and elected representatives were partly dispelled. By the end of this period, Local Advisory Committee emerged as an important communicating link between management and employees, and a means through which people in the industry might be made more aware of common interests and purposes. The committees became more conscious of their activities and a marked shift from items relating to welfare amenities items to discussions on education, training and efficiency was observed in their meetings. As a result of discussions, safety sub-committees were set up, safety wardens were appointed and safety suggestion

books were started. These emerged from an active interest shown by the elected representatives of workers in the prevention of accidents. A good number of committees also began rendering informative knowledge to the employees about the technical know-how of their work. Interest was also evinced in quickening the workers understanding in joint consultation. Refresher Training courses for various categories of workers were also arranged, (iii) In the third phase, beginning from mid-1954, the Local Advisory Committees prepared themselves to face a variety of problems that faced the industry viz., reorganisation of area-boards, rearrangement of local-management organisation, effects of changing load distribution on employees, introduction of operational research, etc. The managers acquired a positive view of the role of the committees as bodies through which human relations could be improved and employees induced to co-operate more closely with management in the development of the industry. It will thus be observed that the local committees transferred their attention from fringe problems to complex problems affecting the industry's efficiency and the well-being of employees.

The main factors responsible for the success of the joint consultative machinery are the continuous support given by top managements, the steadily growing support of the trade unions, the integration of the joint consultative system with the industry's managerial organisation, growth of the industry in size, efficiency and prosperity and the fact that its history was not clouded by acute labour-management conflicts.

### COMPULSORY ARBITRATION IN INDUSTRIAL DISPUTES ENDED IN BRITAIN

With the decision of the British Government to revoke the Industrial Disputes Order, 1951, the system of compulsory arbitration of industrial disputes in Britain will come to an end. This decision will not, however, alter the existing voluntary arbitration system in a number of industries like coal mining and the railways. It does not alter the situation as regards the employees in Government services and nationalised industries, which have built-up a highly developed negotiating machinery of their own.

The existing independent tribunal was created in 1951 replacing the earlier one constituted in 1940. The earlier tribunal was set up as an emergency measure during the World War II under which strikes and lockouts were made illegal and compulsory arbitration was enforced. Eleven years later i.e., in 1951, as a result of talks with the Trade Union Congress and the British Employers' Confederation the war-time order was revised. The new Orders lifted the ban on strikes and lock-outs and modified the arrangements for compulsory arbitration, but it was not made a law and continued to remain as an administrative measure under the Defence Regulations. Under the 1951 Order, either party could compulsorily take the other to arbitration. The tribunal award was also binding on both the parties. But the

Orders could operate under certain conditions for instance, the party which referred the dispute to the Minister had either to take part habitually in the settlement of wages and working conditions or to organise a substantial portion of workers or employers in the industry. Besides, the Minister could only refer the dispute to the tribunal after he was satisfied that all other practical ways of finding a solution had been exhausted. This clause was intended to promote the use of available collective bargaining machinery.

The present decision of the Government has met with protests from the Trade Union Congress, who hold that while the Order was not perfect it had worked well all these years. They feel that the provisions of the Order should have been embodied in legislation. They stated that while trade unions always preferred joint agreement through collective bargaining there is, at times, a need for arbitration and the Industrial Disputes Tribunal had given wide satisfaction and had contributed much to industrial peace. The British Employers' Confederation, however, holds the view that arbitration on the model of the Order should be open only to those industries where both sides agree in advance to contract into it so that there would be a moral obligation on them to honour the findings.

(Source—British Information Services).

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## WORKERS' EDUCATION IN YUGOSLAVIA

The huge task of workers' education in Yugoslavia is being carried out by the trade union organisations in the work collectives. In 1957 alone, they organised about 60,000 public lectures and discussions and 11,790 courses and seminars which were attended by over 2,60,000 workers. These lectures etc., were of great help in the field of social political education particularly in the study of current topics. For instance, numerous lectures were held in 1957 in connection with the first Congress of the Workers' Councils. Seminars were also organised at many places in the country with the aim of studying the deliberations of the Congress.

Another purpose of the lectures, courses and seminars is to promote the specialised training of Yugoslavia's producers. 29,535 lecturers and 7,211 courses and seminars were arranged and these were attended by about 1,50,000 persons. Special attention is paid to raise the economic, specialised and general education of the workers through 97 Workers' Universities. The universities exist in every major industrial centre. In 1957, 3,231 seminars and courses, which were attended by over 1,50,000 workers and other employees, were arranged by these Universities. They offer a number of different programmes and a broad choice of subjects to attendants according to their interests and possibilities. In addition to these agencies there are the popular universities which are also attended by many workers. In 1957 there were 714 such universities and they made a notable

contribution to the extra-school education of workers. In 1957, 20,000 public lectures were delivered under the aegis of these institutions which were attended by over 22,40,000 persons most of whom were workers and other employees.

The requirements for technical training and improvement of workers and leading staff in economy are looked after by the Federal Institute for the Training of Personnel and its counterparts in the republics. These are the most perfectly equipped institutions for adult education in Yugoslavia. By their systematic work in studying requirements, preparing programmes and carrying out instructions by means of courses and seminars, they are establishing themselves increasingly in the field of extra-school technical training.

All these measures of regular school and extra school training have been accepted and sanctioned by the General Law on Schooling, recently enacted by the Yugoslav National Assembly. This law attaches special significance to the extra-school education of the workers which is regarded in Yugoslavia as an efficacious factor in the raising of the productivity of labour and in the further promotion of workers and social management.

(Sources—News from Yugoslavia of December 1, 1958)

### THE NEW STATE PENSIONS LAW IN THE U.S.S.R.\*

The U.S.S.R. has modified its law on State Pensions governing the system of old-age, disability and survivor pensions and the same has been brought into force recently. Under the new law, workers and salaried employees, persons attending secondary and higher educational establishments, vocational training centres and management training courses are entitled to State pensions. Persons incapacitated while working for the State or society, and military personnel are entitled to disability and survivor pensions. Salient features of the provisions of the new Law are briefly given below.

#### FINANCING THE SCHEME AND BASIS OF CALCULATING THE PENSIONS

The pensions are paid from the general budget, no contributions being payable by the insured persons. They are calculated on the basis of the net wage including long-service bonuses, but excluding overtime and any other special benefits. Where one person is employed in two different jobs, only one of the wages is taken into account for calculating the pension. As a general rule, the pension is calculated on the average monthly wage received during the last twelve months of work prior to the date of claim or, if the person concerned so chooses, on the average wage received during any period of five consecutive years of work during the last ten years. The total pension, including all the supplements, may not in any case exceed the wage used as a basis for calculating the pension, however, this restriction does not apply to certain categories of disabled persons or to sur-

\* Source—Bulletin of the International Social Security Association, Geneva—June, 1958 pp.—220—230.

vivors who have three or more persons dependent on them. Persons living in rural districts who work in agriculture receive only 85 per cent of the standard rate of pensions for which the law provides.

*Old-age Pensions*—The new law fixes a lower limit of 300 and a maximum limit of 1,200 roubles per month. The qualifying conditions for oldage pension are the age of 60 after completing 25 years' service for male workers and age of 55 years after 20 years' service for female workers. The age limit and the period of service are reduced for persons employed in unhealthy or underground occupations—especially in places where workers have to toil in high temperatures. The figures for such workers are 50 years of age with 20 years' service for male workers and 45 years of age with 15 years' service for female workers, workers employed on other unhealthy employment are entitled to old age pensions at the age of 55, after 25 years' service for male and at the age of 50 after 20 years' service for female workers. Persons reaching the age limit without completing the full qualifying period will be paid pensions at a reduced rate, proportionate to the length of service, but not less than a quarter of the full pension which they would have received after completing the full qualifying period, subject to the condition that they must have worked for at least five years. Women who have had five or more children and have brought them up until the age of 8 years are entitled to old-age pension at the age of 50 years, provided they have worked continuously for 15 years. The new law also provides for grant of supplement of 10 per cent to the old-age pensions to certain categories of workers on certain conditions. The non-employed pensioners are also entitled to supplement if they have one or more dependents who are incapable of work.

*Disability Pensions*—For award of disability pensions, the new law establishes three criteria, viz., degree of disability, its origin and the nature of work in which the claimant was engaged. For calculating the pension the beneficiaries are divided into three groups according to the degree of disability which is determined by committees consisting of doctors and workers. In cases where disability results from an employment accident or an occupational disease or in the case of employed persons disabled before reaching the age of 20 years, there is no qualifying period of service. For others, years of work which provide entitlement to pension depend on the age, sex and nature of work performed by an insured person. The range of disability pension for persons disabled by employment accidents or occupational diseases, varies for different groups between 210 and 1,200 roubles per month. In cases where disability does not result from an employment accident or an occupational disease, the minimum and maximum limits of disability pension are much less, i.e., between 160 to 900 roubles per month for different groups. The pension is awarded for the entire duration of disability.

*Survivor Pensions*—The law provides that the members of the family of a salaried employee, wage earner or retired worker are entitled to a pension when the bread-winner dies, if the survivors are incapable of work. As regards survivors the law is wide in its scope and entitles children, brothers, sisters and grand children under 16



years of age (18 years in case of students), father, mother husband or wife if they are at least 60 years of age in case of men and 55 years in the case of women or if they are disabled parents or grand-parents or the wife or husband irrespective of age or capacity for work if they have dependent children, brothers, sisters or grand children of the deceased aged under 8 years. The factors taken into account for determining the amount of survivor pension are the cause of death, number of survivors, nature of employment and the duration of continuous service. The amount of survivor's pension in case of death due to employment accident and occupational disease has been fixed at 160—450 roubles, if there is one dependent; 230—900 roubles for two dependants; 300—1,200 roubles, for 3 or more dependants. In case of death not resulting from employment accident or occupational disease and where the persons had completed the qualifying period of service for a disability pension the amount of pension is calculated on the basis of 45 to 85 per cent of the wage not exceeding 500 roubles per month and 10 per cent of the excess over it, the percentage and the maximum limit depending upon the number of dependants. The law also provides for payment of pensions in case of death of workers employed underground or in unhealthy work, death due to non-occupational accident or disease, etc. and the rates vary.

*Pensions to Members of Armed Forces and Their Families*—Provision has also been made for the grant of disability and survivor pensions for soldiers, sailors and non-commissioned officers belonging to any of the four statutory categories. For persons who were in employment before being mobilised, account is taken of the kind of work they were doing. Rates are higher for persons who were working in mines or other unhealthy occupations. Last wage drawn by them before joining up is taken into account. For persons who were not in employment fixed amounts were provided. Disabled persons are like civilians divided into three groups according to the degree of disability.

## CURRENT LABOUR LITERATURE

### *Articles of Labour Interest in Periodicals*

Important articles of labour interest in periodicals received recently in the Labour Bureau are mentioned below —

*Labour Bulletin* (Superintendent, Printing and Stationery, U.P., Allahabad), April, 1958—The Introduction of Old-Age Pension Insurance in India.

*Bulletin of International Social Security Association* (154, rue de Lausanne, Geneva), October-November, 1958—Social Security in the Russian Soviet Federal Socialist Republic during the period 1955—1957.

*American Federationist* (815, Sixteenth St. N.W. Washington 6 D.C.), November and December, 1958—(i) Research Serves Labor, (ii) Our New Social Security and (iii) Are there Limits to Collective Bargaining?

*American Labour Review* (Labour Attache, American Embassy, New Delhi), December, 1958—(i) Labour Leadership Schools and (ii) Automation and the Worker

*Commerce and Industry* (Prabhudayal Building, Connaught Circus, New Delhi), January 7, 1959—India's Industrial Progress during Past Ten Years

*Commerce* (Brady House, Veer Nariman Road, Bombay-1), 10th January 1959—Principles of Industrialisation—Suggestions of an American Official.

*Capital* (5, Mission Row, Calcutta), 15th and 22nd, January 1959—Fall in U K Unemployment Figures—Industrial Output Increases and New Code for Efficiency and Welfare

*The Eastern Economist* (52, Janpath, New Delhi), January 16, 1959—Problems of Industrialisation.

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## Employment

TABLE I—EMPLOYMENT IN FACTORIES

State	Average Daily Number of Workers Employed						
	1939	1947	1950	1955	1956	1957	
						First Half	Second Half
1	2	3	4	5	6	7	8
Andhra				1,17,514	1,66,876	1,57,713	1,39,732
Assam	43,936†	56,119	61,262	68,647	71,248	55,336	63,374
Bihar	90,988	1,36,834	1,80,204	1,72,162	1,75,472	1,74,156	1,76,901
Bombay	4,66,040	7,02,465	7,73,332	8,63,029	9,08,231	9,87,814	9,65,538
Madhya Pradesh	64,494	97,219	1,00,056	1,30,576	97,848	71,723	99,603
Madras	1,97,266	2,76,586	3,91,457	3,27,926	2,99,719	3,10,728	3,01,335
Orissa	5,371	16,592	14,439	20,326	21,556	23,946	21,797
Punjab	22,468†	37,486	50,413	63,712	82,845	77,754	83,413
Uttar Pradesh	1,59,738	2,49,396	2,32,693	2,45,613	2,67,663	2,74,371	2,63,216
West Bengal	5,32,830†	6,67,626	6,41,694	6,16,739	6,53,272	6,29,567	6,54,532
Ajmer	13,330	13,864	16,597	14,609			..
Coorg	14	117	485	468			..
Delhi	17,490	31,329	49,268	47,232	47,559	46,601	52,694
Andaman & Nicobar Islands		2,663	1,497	1,928	3,195	2,911	2,679
Total	16,18,873	22,74,689	25,04,399	26,90,403	28,85,504	29,66,217	30,87,864†

† Estimated.

‡ Includes figures of Kerala (1,16,435), Rajasthan (35,981) and Himachal Pradesh (1,163).

§ Includes figures of Kerala (93,543), Mysore (1,22,349), Rajasthan (34,851) and Himachal Pradesh (1,181).

Source—Chief Inspector of Factories, State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
October 1957	61,659	2,32,926	1,44,901	2,39,868	6,81,354
November 1957	68,263	2,33,451	1,46,550	2,40,195	6,88,459
December 1957	68,454	2,32,029	1,47,428	2,41,360	6,89,271
January 1958	68,660	2,31,375	1,49,008	2,41,486	6,92,529
February 1958	68,125	2,31,427	1,52,347	2,38,835	6,93,734
March 1958	69,632	2,33,689	1,50,586	2,40,595	6,94,502
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,95,803
May 1958	70,365	2,35,810	1,50,124	2,41,338	6,97,637
June 1958	70,990	2,36,207	1,52,667	2,43,434	7,03,299
July 1958	71,555	2,37,531	1,53,231	2,42,971	7,05,288
August 1958	71,734	2,39,110	1,54,007	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,56,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,55,961	2,43,211	7,10,553

Source—Directorate General of Resettlement and Employment.

TABLE 3—EMPLOYMENT IN COTTON MILL INDUSTRY IN THE VARIOUS STATES DURING NOVEMBER, 1958

State	Total No of Workers on Rolls	Average Daily Number of Workers Employed			
		1st shift	2nd shift	3rd shift	Total
1	2	3	4	5	6
Andhra Pradesh . . . . .	13,420	5,529	3,371	1,951	10,851
Bihar . . . . .	1,079	626	391		1,017
Bombay . . . . .	5,04,210	2,45,701	1,55,947	36,102	4,37,800
Kerala . . . . .	11,203	5,344	2,549	1,530	9,423
Madhya Pradesh . . . . .	54,786	24,424	16,623	3,003	44,050
Madras . . . . .	1,22,496	61,367	37,851	10,201	1,09,419
Mysore . . . . .	29,946	15,929	8,339	1,400	25,668
Orissa . . . . .	5,280	1,619	1,276	1,261	4,156
Punjab . . . . .	9,351	3,702	2,175	1,763	7,639
Rajasthan . . . . .	11,900	6,074	3,522	1,089	10,685
Uttar Pradesh . . . . .	54,038	22,084	15,092	8,484	45,660
West Bengal . . . . .	43,562	21,416	12,748	7,074	41,238
Delhi . . . . .	21,372	6,748	7,110	4,667	18,525
Pondicherry . . . . .	7,754	3,147	2,220	141	5,508
Total (November, 1958) . . . . .	8,90,443	4,23,735	2,65,244	79,527	7,68,506
Total (October, 1958) . . . . .	8,88,976	4,22,802	2,62,164	82,404	7,67,370
Total (November, 1957) . . . . .	9,25,103	4,36,785	2,72,280	91,103	8,00,168
Average (1957) . . . . .	9,43,417	4,39,624	2,77,518	95,806	8,12,948

Source—Ministry of Commerce and Industry, Government of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

1	August 1958	July 1958	August 1957	Average 1957
2	3	4	5	
<i>Underground</i>				
Average Daily Number of Workers Employed	2,00,796	2,02,129	1,90,765	2,00,192
Total Number of Man shifts Worked . . . . .	51,89,971	54,55,526	49,33,061	51,08,006
<i>Open Workings</i>				
Average Daily Number of Workers Employed	37,405	38,195	29,974	33,880
Total Number of Man shifts Worked . . . . .	9,51,560	10,30,390	7,50,047	8,64,725
<i>Surface</i>				
Average Daily Number of Workers Employed.	1,15,760	1,12,453	1,16,439	1,15,604
Total Number of Man shifts Worked . . . . .	29,08,687	30,37,731	29,18,353	29,50,657
<i>Total</i>				
Average Daily Number of Workers Employed . . . . .	3,59,961	3,52,777	3,43,182	3,49,676
Total Number of Man shifts Worked . . . . .	90,50,231	95,21,217	86,01,461	89,23,388

Source—Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING NOVEMBER, 1958

State 1	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	Total No. of Mills 6
Andhra Pradesh . . . . .	3	1	5	5	14
Bihar . . . . .	—	1	2	—	3
Bombay . . . . .	15	9	73	100	198(1)
Kerala . . . . .	—	1	4	8	13
Madhya Pradesh . . . . .	1	3	10	5	19
Madras . . . . .	5	4	64	58	134(5)
Mysore . . . . .	3	—	5	8	17(1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	2	—	2	4	9(1)
Rajasthan . . . . .	4	—	3	4	11
Uttar Pradesh . . . . .	7	2	6	8	24(1)
West Bengal . . . . .	2	2	7	19	30
Delhi . . . . .	—	—	—	4	4
Pondicherry . . . . .	1	—	1	1	3
Total (November, 1958) . . . . .	45	23	182	223	452(9)
Total (October, 1958) . . . . .	45	23	171	220	461(8)
Total (November, 1957) . . . . .	25	26	170	224	454
Average (1957) . . . . .	21	22	170	228	441

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre

Source—Ministry of Commerce and Industry, Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN NOVEMBER, 1958 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State 1	No. of Weaving Departments of Composite Mills which during the month				
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	Total No. of Mills 6
Andhra Pradesh . . . . .	1	—	—	2	3
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	10	8	121	34	174(1)
Kerala . . . . .	—	2	2	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	7	5	9	5	26
Mysore . . . . .	5	—	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	2	2	9
Uttar Pradesh . . . . .	5	—	5	7	17
West Bengal . . . . .	1	1	9	6	17
Delhi . . . . .	—	—	1	3	4
Pondicherry . . . . .	—	—	3	—	3
Total (November, 1958) . . . . .	36	20	172	66	295(1)
Total (October, 1958) . . . . .	37	19	173	65	295(1)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source—Ministry of Commerce and Industry, Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING DECEMBER, 1958

State	No. of Exchanges at the End of the Month	No. of Registrations During the Month	No. of Applicants Placed in Employment During the Month	No. of Applicants on the Live Registers at the End of the Month	No. of Employers Using the Exchanges During the Month	No. of Vacancies Notified During the Month	No. of Vacancies being Dealt With at the End of the Month
1	2	3	4	5	6	7	8
Andhra	19	11,988	1,227	78,210	640	1,540	3,243
Assam	9	3,671	174	20,215	92	787	2,232
Bihar	19	13,095	1,020	80,247	267	1,389	6,773
Bombay	25	28,304	2,625	1,60,527	1,676	3,068	11,420
Delhi	1	7,612	636	51,763	207	987	1,736
Himachal Pradesh	2	701	149	2,696	27	145	1,496
Jammu & Kashmir	2	.	.	.	.	.	.
Kerala	9	15,472	770	1,21,725	258	1,229	2,176
Madhya Pradesh	15	12,841	1,115	41,694	349	2,759	8,648
Madras	13	23,144	2,408	1,12,746	851	2,750	1,082
Manipur	1	1,239	143	5,950	12	193	349
Mysore	8	8,307	575	46,507	260	844	2,602
Orissa	9	7,556	1,132	19,225	155	1,612	2,187
Pondicherry	1	361	36	2,232	9	49	219
Punjab	18	13,807	2,229	47,079	712	2,739	3,450
Rajasthan	12	7,517	1,514	29,554	365	1,834	2,949
Tripura	1	509	41	2,595	14	591	361
Uttar Pradesh	33	3,527	3,837	1,49,118	1,090	4,292	5,475
West Bengal	15	21,309	1,319	2,14,916	261	1,914	5,543
Central Establishment co-ordination office.	—	—	—	—	90	569	1,517
Total (December, 1958)	212	2,12,961	21,037	11,83,299	6,638	30,590	64,801
Total (November, 1958)	211	1,69,080	18,911	11,59,031	6,351	29,027	64,687
Total (December, 1957)	181	1,68,795	16,625	9,22,693	5,886	21,400	45,156
Average (1957)	181	1,47,889	16,069	9,22,099	5,672	21,766	45,156

Source—Directorate General of Resettlement and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING DECEMBER, 1958

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra . . .	401	2,986	23,825	4,135	2,873	38,131	5,859	78,210
Assam . . .	41	1,239	2,275	51	522	17,527	560	20,215
Bihar . . .	375	7,024	9,799	619	2,109	58,091	2,250	80,247
Bombay . . .	1,088	9,453	49,609	6,151	5,316	78,287	10,623	1,60,527
Delhi . . .	1,341	4,602	15,510	2,741	5,709	19,680	2,180	51,563
Himachal Pradesh	35	150	297	305	72	1,535	202	2,596
Jammu & Kashmir							..	..
Kerala . . .	478	8,604	44,258	6,370	3,461	56,601	4,073	1,24,725
Madhya Pradesh	234	5,410	6,767	6,963	1,252	18,188	2,200	41,094
Madras . . .	474	8,009	27,220	8,467	3,688	63,850	3,588	1,12,740
Manipur . . .	197	319	515	1,103	12	2,772	1,202	5,910
Mysore . . .	456	2,826	12,623	4,988	1,022	16,423	2,109	40,507
Orissa . . .	195	3,756	3,523	280	305	9,308	2,000	10,225
Pondicherry . .	4	144	259	106	91	1,427	111	2,232
Punjab . . .	458	2,780	10,749	4,890	3,008	22,460	2,684	47,070
Rajasthan . . .	279	846	5,582	5,175	1,457	14,386	1,849	29,574
Tripura . . .	7	200	150	411	99	881	707	2,505
Uttar Pradesh	1,316	13,071	48,259	2,741	8,714	68,206	6,831	1,49,118
West Bengal . .	1,614	19,468	46,943	591	3,995	1,37,196	7,111	2,14,916
Total (December, 1958).	8,923	88,665	3,04,203	56,157	43,823	8,20,219	57,279	11,83,290
Total (November, 1958).	9,161	87,705	3,04,470	58,272	42,481	8,02,758	51,384	11,79,031
Total (December, 1957)	5,929	71,508	2,67,757	49,246	32,018	4,60,639	44,002	9,22,099
Average (1957) .	5,107	61,552	2,37,568	36,680	28,517	4,07,319	39,537	8,16,280

Source—Directorate General of Resettlement and Employment.



TABLE 9—TRAINING STATISTICS DURING DECEMBER, 1958

State	No. of Centres at the End of the Month	Number of Persons Undergoing Training at the end of the Month				
		Vocational		Technical*	Apprenticeship*	Total
		Men	Women			
1	2	3	4	5	6	7
Andhra	8	17	28	1,520	—	1,547
Assam	2	69	—	403	—	472
Bihar	6	80	—	1,389	—	1,469
Bombay	12	13	16	1,767	—	1,796
Jammu & Kashmir	2	31	—	91	—	122
Kerala	3	—	—	1,018	—	1,018
Madhya Pradesh	8	43	—	1,325	—	1,368
Madras	10	—	87	1,472	—	1,559
Mysore	13	4	30	1,243	—	1,277
Orissa	5	33	7	669	—	709
Punjab	11	114	—	1,846	—	1,960
Rajasthan	4	—	—	394	—	394
Uttar Pradesh	13	279	387	3,172	—	3,838
West Bengal	135	421	—	2,636	312	3,369
Delhi	3	173	183	918	—	1,274
Jimachal Pradesh	1	11	18	66	—	95
Total (December, 1958)	230	1,291	756	20,188	312	22,547
Total (November, 1958)	327	1,298	763	20,262	407	22,730
Total (December, 1957)	364	1,294	630	14,245	617	16,786
Average (1957)	433	1,154	532	11,181	881	13,748

Source—Directorate General of Resettlement and Employment \*Includes women, if any.

### Wages and Earnings

TABLE 10—TOTAL EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

(In thousands of Rupees)

State	1939	1947	1951	1955	1956	1957(P)	
						Total earnings*	Annual Average per Worker Rs.†
1	2	3	4	5	6	7	8
Andhra	—	—	—	51,060	75,414	71,043	1,041.9
Assam	4,849*	13,666	23,519	41,931	47,070	42,837	1,327.8
Bihar	29,375	82,920	1,67,853†	1,81,786	1,63,145	1,75,046	1,297.9
Bombay	1,44,367	5,91,839	7,99,115†	9,01,097	10,99,521	11,11,146	1,452.6
Madhya Pradesh	—	42,714	59,197	78,109	33,276	58,291	1,138.7
Madras	24,622	1,23,439	2,00,713	2,71,215	2,32,576	2,39,179	1,040.0
Orissa	515	3,027	8,786	14,025	14,923	17,089	976.8
Punjab	3,229*	14,454	36,812	42,440	48,756	60,660	933.3
Uttar Pradesh	25,847	1,31,432	1,67,790†	1,91,747	2,32,342	2,56,189	1,077.7
West Bengal	1,13,424*	3,37,877	5,33,108	6,08,799	6,49,281	6,58,978	1,164.9
Ajmer	1,019	3,186	4,946	5,409	—	—	—
Coorg	—	15	113	177	—	—	—
Delhi	5,147	26,078	55,336	60,843	67,784	74,268	1,493.4
All States	3,63,020	13,72,639	20,53,620	24,50,478	26,56,038	27,80,326	1,252.6

\*Estimated.

P.—Provisional

†Excludes figures for defence installations.

\*Excludes the groups Food, Beverages, Tobacco and Gins and Presses

Source—Annual Reports on the Working of the Payment of Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

1	August 1958 2	July 1958 3	August 1957 4	Average 1957 5
<i>Jharia</i>				
Basic Wages	8 95	8 78	8 58	8 11
Dearness Allowances	11 95	11 60	11 48	11 25
Other Cash Payments	1 86	1 68	1 14	1 10
Total	22 76	22 06	21 18	20 46
<i>Raniganj</i>				
Basic Wages	8 07	7 87	8 12	7 64
Dearness Allowance	11 29	10 99	10 57	10 41
Other Cash Payments	1 92	1 90	1 40	1 28
Total	21 28	20 76	20 09	19 33

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State 1	Minimum Basic Wages 2	Dearness Allowance			
		December 1958 3	November 1958 4	December 1957 5	Average 1957 6
	Rs. nP	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay	30 00	84 07	84 00	79 70	74 23
Ahmedabad	28 00	83 43	83 06	71 02	71 31
Sholapur	26 00	45 50	45 50	60 78	63 22
Baroda]	26 00	75 11	74 75	61 74	64 17
Indore	30 00	58 50	58 50	58 44	55 31
Nagpur	26 00	57 14	56 68	53 04	51 35
Nadira	26 00	60 94	59 81	54 37	51 13
Kanpur	30 00	64 58	66 08	57 34	55 80
West Bengal	28 17	32 50	32 50	30 00	30 00

Source—Monthly Returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month 1	Output per Man shift for					
	Miners and Loaders		All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons 2	Kilograms 3	Tons 4	Kilograms 5	Tons 6	Kilograms 7
August 1958	1 14	1,158 30	0 58	589 31	0 40	403 42
July 1958	1 12	1,137 98	0 58	589 31	0 39	396 26
August 1957	1 13	1,148 14	0 60	609 63	0 40	406 42
Average 1957	1 14	1,160 84	0 61	610 70	0 41	416 58

Source—Chief Inspector of Mines, Dhanbad

TABLE 14—By States

INDUSTRIAL DISPUTES RESULTING IN WORK STOPPAGES DURING DECEMBER, 1958

State	Starting during the Month				Continued from Previous Month			In Progress during the Month			
	No. of Disputes	Maximum No. of Workers Involved		No. of Workers Normally Employed in the Units Affected	No. of Disputes	Maximum No. of Workers Involved		No. of Workers Normally Employed in the Units Affected	No. of Disputes	Total of Average No. of Workers Involved	Mandays Lost during the Month
		Directly	Indirectly			Directly	Indirectly				
1	2	3	4	5	6	7	8	9	10	11	12
Andhra	—	71,575 (4)	—	4,815 (1)	—	—	—	—	7	1,575 (4)	8,512 (4)
Assam	5	2,047	334	4,309	2	1,360	—	1,378	7	4,316	15,955
Bihar	7	1,327 (1)	544	2,001 (1)	3	231	—	245	10	2,128 (1)	4,203 (1)
Bombay	21	5,639	11,871	20,250	4	240	37	280	25	15,615	33,698
Kerala	8	1,252	355	2,021	1	13	—	14	9	904	2,311
Madhya Pradesh	3	1,500	—	2,659	—	—	—	—	3	1,550 (1)	3,636 (1)
Madras	10	1,357 (1)	2,020	4,285 (1)	4	388	—	501	14	3,021 (1)	16,362 (1)
Mysore	8	457	—	1,050	2	271	—	282	10	728	3,151
Orissa	—	—	—	—	1	188	—	188	1	188	5,070
Punjab	1	350	—	516	—	—	—	—	1	350	98
Pakistan	2	171	—	221	—	—	—	—	2	171	269
Uttar Pradesh	9	1,847	—	2,409 (1)	2	469	—	409	11	2,064	15,201
West Bengal	12	4,207	646	40,280	11	3,301	40	3,406	23	8,254	71,913
Delhi	3	2,046	—	5,041	—	—	—	—	3	550 (1)	1,010 (1)
Manipur	—	—	—	—	—	—	—	—	—	—	—
Tripura	—	—	—	—	—	—	—	—	—	—	—
Total December '58	96	24,517 (6)	15,816	89,857 (4)	50	6,451	77	6,806	129	42,107 (9)	1,80,558 (9)
November '58	99	25,709 (2)	4,040	73,656 (4)	37	5,678	31	8,214	136	34,509 (2)	1,77,574 (2)
December 1957	124	24,216	1,772	1,51,991	34	11,505	25	12,806	162	85,490	5,18,741
Monthly average 1957	133	60,535	6,510	1,26,554	3	941	56	1,180	136	70,148	5,33,777

Information not received from Jammu and Kashmir, Andaman &amp; Nicobar Islands and Himachal Pradesh

A B—The figures given in brackets show the number of cases for which the relevant information not available

Source: Monthly Returns on Industrial Disputes

TABLE 15—BY INDUSTRIES

Industry	No. of Disputes in Progress	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	Total No. of Man days Lost during		
				Decem- ber, 1958	Novem- ber,* 1958	October* 1958
1	2	3	4	5	6	7
O. Agriculture & Allied Activities	5	1,976	2,701	10,734	31,868	10,472
1 Plantations	5	1,976	2,701	10,734	27,203	10,332
2 Others	—	—	—	—	4,665	140
I. Mining & Quarrying	13	3,900(1)	8,175(1)	24,895(3)	32,344	74,851(2)
1 Coal	8	4,758	6,724	19,623	5,600	20,008
2 Others	5	1,142(1)	1,451(1)	5,272(3)	26,784	54,843(2)
II-III Manufacturing	65	27,988(1)	44,150(2)	96,769(1)	71,995(1)	1,63,869
1 Sugar Mills	1	926	926	926	57	—
2 Hydrogenated Oil Industry	—	—	—	—	—	—
3 Bidi Industry	—	—	—	—	648	2,730
4 Cigarette	1	24	24	648	676	623
5 Cotton Mills	20	19,109	22,637	58,034	12,876	75,624
6 Jute Mills	2	1,133	1,539	7,835	3,209	3,000
7 Silk Mills	4	479	464	944	383	263
8 Woollen Mills	—	—	—	—	—	—
9 Coar Factories	2	150	150	1,800	2,250	569
10 Paper Mills	1	115	115	3,105	2,800	875
11 Leather & Leather Products	2	365	531	225	971	4,820
12 Heavy Chemicals	1	39	39	964	—	248
13 Matches	—	—	—	—	—	12
14 Cement	—	—	—	—	—	272
15 Misc Industries	1	750	750	750	90(1)	—
16 Engineering (except Iron and Steel).	8	1,217	1,297	8,153	26,322	37,195
17 Iron and Steel	2	428	12,170	4,848	5,318	12,378
18 Others	20	3,282(1)	3,508(2)	8,537(1)	18,714	23,251
IV. Construction	4	3,139	3,852	22,520	13,310	1,507
V. Electricity, Gas, Water & Sanitary Services	4	579	703	9,972	11,871	6,242
VI Commerce	6	514(1)	601(1)	1,606(1)	240(1)	446
1 Wholesale and Retail Trade	—	—	—	—	—	—
2 Banking and Insurance.	6	514(1)	601(1)	1,606(1)	240(1)	129
3 Others	—	—	—	—	—	317
VII. Transport, Storage and Communication	10	3,605(3)	31,001	1,947(3)	687	7,692
1 Docks and Ports	9	3,525(3)	30,851	1,867(3)	540	464
2 Railway (excluding Workshops which go under Manufacturing)	—	—	—	—	147	—
3 Others	1	80	150	80	—	7,228
VIII Services	3	351	367	597	808	405
IX. Miscellaneous	16	2,818	5,113	11,518(1)	12,141	27,238
TOTAL	126	46,861(5)	96,663(4)	1,80,558(9)	1,77,574(2)	2,92,722(2)

N.B.—The figure given in brackets show the number of cases for which the relevant information is not available.

Source.—Monthly Returns on Industrial Disputes.

\*Revised.

TABLE 16—BY CAUSES AND RESULTS

(a) Number of Fresh Disputes.  
 (x) Number of Terminated Disputes.  
 (b) Number of Workers Involved.  
 (y) Total of Average Number of Workers Involved.  
 (c) Number of Man-days Lost.  
 (z) Total Man-days Lost

Fresh Disputes in December, 1958			Causes	Disputes Terminated in December, 1958 by Result to Workers														
(a)	(b)	(c)		Successful			Partially successful			Unsuccessful			Indefinite			Result Not Known		
				(x)	(y)	(z)	(x)	(y)	(z)	(x)	(y)	(z)	(x)	(y)	(z)	(x)	(y)	(z)
23	7,776 (3)	23,071 (1)	Wages & Allowances	12	1,950 (2)	7,124 (2)	5	576 (1)	8,700 (1)	6	4,965	22,270	7	190	1,122	1	300	300
2	97	144	Bonus	—	—	—	—	—	—	2	178	450	—	—	—	1	25	12
36	10,386 (2)	51,371 (2)	Personnel	12	3,257	5,639	6	567 (1)	3,711 (1)	13	10,408	17,603	2	4,231	4,024	1	100	100
5	1,376 (1)	6,666 (1)	Retrenchment	3	1,800	1,810	—	—	—	—	—	—	2	1,276	6,526	—	—	—
1	1,117	7,819	Leave & Hours Work	1	1,117	7,810	—	—	—	—	—	—	—	—	—	—	—	—
28	10,520	15,514 (3)	Others	4	904	435	5	1,773	2,142	9	4,919	4,078	0	3,483 (1)	4,843 (1)	1	81	121
1	81	121	Not Known	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
96	40,173 (6)	1,04,790 (2)	Total	31	9,028 (2)	23,048 (2)	16	2,996 (2)	7,581 (2)	39	20,470	44,381	16	9,170 (1)	18,515 (1)	4	506	533

N.B. The figures in brackets show the number of cases for which the relevant information is not available.  
 Source — Ministry Returns on Industrial Disputes.

TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum Number of Workers Involved	Number of Fresh Disputes			
	December 1958	November* 1958	December 1957	Average 1957
1 or more but less than 100	43	44	47	46
100 or more but less than 500	23	38	41	44
500 or more but less than 1 000	14	11	10	15
1 000 or more but less than 10 000	10	4	16	15
10,000 or more	—	—	1	1
Not known	6	2	9	2
TOTAL	96	99	124	133

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	December 1958	November* 1958	December 1957	Average 1957
A day or less	42	32	43	48
More than a day up to 5 days	31	38	31	40
More than 5 days up to 10 days	13	13	12	16
More than 10 days up to 20 days	5	9	11	12
More than 20 days up to 30 days	2	4	7	8
More than 30 days	4	11	9	9
Not known	—	1	5	1
TOTAL	97	108	118	132

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man-days Lost during a Dispute	Number of Terminated Disputes			
	December 1958	November* 1958	December 1957	Average 1957
Less than 100	25	26	22	38
100 or more but less than 1 000	46	52	43	47
1,000 or more but less than 10,000	50	24	31	33
10,000 or more but less than 50,000	1	4	8	9
50,000 or more	—	—	2	2
Not known	5	2	12	3
TOTAL	97	108	118	132

Source :—Monthly Returns on Industrial Disputes.

\* Revised figures.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA  
(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	December 1958	November 1958	December 1957	Average 1957
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	5.6	6.8	6.1	7.1
Ahmedabad (a)	"	6.5	6.0	6.6	6.8
Sholapur (a)	"	11.9	13.0	12.6	16.0
Kanpur (b)	"	"	"	10.4	13.0
Kanpur (b)	Leather Industry	"	"	9.3	10.0
Kanpur (b)	Woollen Industry	"	"	5.5	8.5
Bombay (a)	Engineering	13.7	13.0	14.8	14.6
West Bengal (c)	"	12.6	12.5	12.0	12.5
Coal Fields (d)	Coal Mining— Under ground	14.5 (August, 1958)	14.6 (July, 1958)	15.2 (August, 1957)	14.8
	Open Working	14.3 (August, 1958)	13.7 (July, 1958)	17.4 (August, 1957)	16.3
	Surface	9.1 (August, 1958)	9.7 (July, 1958)	11.2 (August, 1957)	10.6
	Over All	12.8 (August, 1958)	13.0 (July, 1958)	14.9 (August, 1957)	13.7

Source.—(a) Government of Bombay, Deputy Commissioner of Labour (Administration)  
 (b) Employers' Association of Northern India, Kanpur  
 (c) Government of West Bengal Labour Commissioner.  
 (d) Chief Inspector of Mines, Dhanbad

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING NOVEMBER 1958, BY CAUSES

Industry	Percentage of Absenteeism due to				
	Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk	2.0	2.9	2.8	14.6	22.3
Cotton	0.8	—	3.5	3.5	7.8
Engineering	2.2	2.3	6.4	1.4	12.3
Manufacturing (Others)	2.2	0.7	6.5	1.3	10.7
Oil	0.7	0.5	1.7	8.0	10.9
Coffee	3.4	7.2	4.6	3.3	18.5
Gold Mining	1.7	0.2	1.4	1.6	4.9
Sugar	2.1	2.3	4.6	0.4	9.4
Tobacco	4.2	—	6.7	0.3	11.2
Cement	4.7	0.2	4.8	3.4	13.1
Miscellaneous	0.7	0.2	2.2	6.4	9.5
Chemical	1.0	0.1	4.5	2.6	8.2
Plantations	3.2	—	5.3	8.7	17.2

Source:—Labour Commissioner Mysore.

TABLE 22--LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING DECEMBER, 1958 BY CAUSES

Industry and Area	No. of P turns	Total No. of Man- shifts Scheduled to Work	Total No. of Man- shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Cause
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras	1	3,64,826	29,689	4.0	0.3	0.6	0.8	5.7
Mumbai	6	1,41,351	20,716	4.7	5.4	3.7	1.2	14.6
Coimbatore	12	4,61,833	43,942	3.7	0.8	3.0	2.6	9.9
Tirunelveli	4	2,73,673	28,342	3.2	3.0	7.8	0.3	10.3
Others	4	1,02,393	6,807	3.1	0.0	2.0	0.9	6.6
<i>Woolen Mills—</i>								
Dharmal	1	6,03,07	8,003	5.1	—	7.1	1.1	13.3
<i>Iron and Steel Factories—</i>								
West Bengal	3	3,38,378	32,304	2.2	—	7.3	2.0	9.5
Bihar	2	76,940	11,289	3.6	0.1	5.5	5.5	14.7
Madras	1	19,878	1,617	2.6	2.0	3.6	—	8.2
<i>Ordinance Fac- tories—</i>								
West Bengal	3	2,77,128	35,591	4.0	0.0	6.9	1.3	12.8
Bombay	5	2,44,370	31,776	4.4	5.7	2.1	0.8	13.0
Madhya Pradesh	3	2,41,293	32,340	4.3	0.0	8.9	0.2	13.4
Uttar Pradesh	7	3,29,077	35,446	3.2	0.7	5.3	1.1	10.3
Madras	1	27,232	3,349	5.3	0.7	0.2	0.1	12.3
<i>Cement Factories—</i>								
Andhra								
Madras	2	74,033	10,077	5.7	0.2	7.7	—	13.6
Madhya Pradesh	2	27,714	3,276	6.3	1.4	3.2	0.8	11.7
West Bengal	1	18,418	2,318	2.6	—	4.8	5.2	12.6
Bihar				—	—	—	—	—
<i>Match Factories—</i>								
Bombay	1	39,874	3,503	1.6	0.7	1.4	7.1	8.8
West Bengal	1	40,787	2,598	2.4	—	1.9	2.1	6.4
Uttar Pradesh	1	—	—	—	—	—	—	—
Assam	1	22,910	2,616	5.2	—	5.0	1.2	11.4
Madras	1	35,980	4,272	4.3	—	5.5	2.1	11.9
<i>Tramway Work shops—</i>								
Bombay	1	18,387	1,400	2.9	—	3.5	1.2	7.6
Delli	1	2,139	274	3.3	0.4	5.3	3.8	12.8
Calcutta	1	29,800	1,863	1.4	2.7	—	2.2	6.3
<i>Telegraph Work shops—</i>								
Bombay	1	31,599	4,335	1.6	2.7	6.9	2.5	13.7
West Bengal	1	54,978	4,618	2.6	—	5.8	—	8.4
Madhya Pradesh	1	37,968	2,806	0.2	—	7.0	—	7.8

Source — Monthly Returns on Absenteeism



## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey Istanbul	Ceylon Colombo	Japan	Pakistan		Burma Rangoon
	General Index	Food Index								Karachi	Narnavanganj	
1950	101	101	103	101	103	110	95	105	93	96	95	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	100	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	90	92	135	112	116	169		110	128	100	90	76
1956	103	103	141	114	118	179	140	109	128	110	105	85
1957	111	112	147	118	122	183	156	112	132	120	110	92
1958	(P) 118	(P) 119	151	121	125			114				
Dec. 1958	113	113	150	119	123	184†	162	115	131	124	115	92
Jan.	111	112	150	120	123		161	116	132	124	115	87
Feb.	110	110	149	120	124	185	164	115	131	127	113	84
March	110	110	150	121	124		164	114	130	124	113	83
April	111	112	152	121	125			114	131	127	110	86
May	113	113	151	121	125	186		115	131	125	115	90
June	116	118	153	123	125			114	132	126	115	93
July	119	122	150	122	125			112	131	129	116	97
August	120	124	150	122	125	187		114	133	128	117	97
Sept.	121	125	150	122	126			114	132	129	119	91
Oct.	123	127	152	122	126			116	133	121	118	91
Nov.	122	126	152	122	126			115	132	116		86
Dec.	(P) 119	(P) 122	153	122	126			114				

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all-India index on base: 1944=100 during the month of December, 1958 was 164.22.

†Relates to quarter ending December, 1957.

Sources: (i) I.L.O. except for all-India Index.

(ii) Labour Bureau for all-India Index.

TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)  
(Base shifted to 1949=100)

State and Centres	Original Base	Conversion factor*	Index Number								
			General				Conversion factor*	Food Group			
			Dec 1958	Nov 1958	Dec. 1957	Average 1958		Dec. 1959	Nov 1958	Dec. 1957	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<b>Bombay—</b>											
Bombay	July 1933 to June 1934	3.07	130	131	125	129	3.66	133	136	128	133
Ahmedabad	August 1926 to July 1927	2.48	117	118	104	110	2.55	123	125	104	114
Sholapur	Feb 1927 to Jan 1928	2.90	108	110	110	105	2.92	122	127	126	118
Jalgaon	August 1930	4.25	114	115	101	107	4.62	130	130	101	109
Nagpur	August 1938	3.77	125	124	115	119	3.84	120	127	116	121
<b>Andhra Pradesh—</b>											
Hyderabad City	August 1943 to July 1944	1.54	126	127	125	123	1.81	142	142	140	137
<b>Madras—</b>											
Madras City	July 1936 to June 1936	3.23	133	132	121	121	3.63	137	136	119	124
<b>Mysore—</b>											
Bangalore	July 1935 to June 1936	3.01	133	133	129	131	3.42	134	134	129	130
Mysore	Do	3.63	131	131	124	124	3.42	136	137	126	127
Koler Gold Fields	Do.	3.16	132	132	129	130	3.34	135	135	132	133
<b>Kerala—</b>											
Ernakulam	August 1939	3.68	121	120	112	114	4.53	127	125	115	118
Trichur	August 1939	3.58	128	126	114	119	4.35	131	130	114	120
<b>Uttar Pradesh—</b>											
Kanpur	August 1939	4.73	101	106	93	93	5.38	100	106	85	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.  
Source : State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period=100	General Index				Food Index			
		Dec. 1958 3	Nov. 1958 4	Dec. 1957 5	Average 1954 6	Dec. 1958 7	Nov. 1958 8	Dec. 1957 9	Average 1958 10
1. <i>Assam</i> — Tea workers in Assam Valley— 1. Staff and Artisan 2. Labourers Tea workers in Coochear Dist.— 1. Staff and Artisan 2. Labourers Rice and Flour Mill workers in Urban Areas— 1. Managerial and Mechanic class 2. Labourers Rice and Flour Mill workers in Rural Areas— 1. Managerial and Mechanic class 2. Labourers Rural Population in Assam Plain Districts. 2. <i>Madhya Pradesh</i> — 1. Gwalior 2. Indore 3. <i>Punjab</i> — 1. Patiala 2. Surajpur 4. <i>West Bengal</i> — (i) Asansol and Ranganj Area (ii) Bankura and Midnapore Area (iii) Burdwan Area (iv) Maldah-West Dinajpur Area (v) Nadia Murshidabad (vi) Calcutta	April 1951 to March 1952.  April 1951 to March 1952.  1950  1959  1944  1951 1951  1952-53 1955-56  1951 1951 1951 1951 1951 1944		113 115 117 106  101 101  103 104 115  93 97  110 112  114 116 128 95 99 153	107 107 105 94  99 100  93 97 151  93 91  110 112  103 101 112 86 91 144			113 111 123 106  99 99  101 101     119 124 140 100 100 160	105 103 107 91  94 96  91 93  91 89 100 118 103 107 118 87 89 149	.. ..  .  .. ..  .. ..  .. .. 109       152

Source : State Governments.

## LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING DECEMBER, 1958

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July, 1955, and January 1956, issues of the 'Indian Labour Gazette'. The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index numbers for Dehri-on-Sone, Monghyr and Satna recorded the maximum fall of 6 points each. The index number for Silchar declined by 5 points and for Gauhati, Tinsukia and Kharagpur by 4 points each. The index numbers for 10 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for December 1958, are given below; only those for Delhi relate to January, 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

### DELHI

The index number appreciated by 4 points reversing the downward tendency noticed last month and stood at 122 during January 1959. In the food group, there was a rise in the prices of wheat (33) and a fall in the prices of rice (-14), Ghee pure (-3), mustard oil (-5) and potatoes (-39), the net result being a rise of 5 points in the group index number. The fuel and lighting group index number appreciated by 1 point as a net result of a rise in the price of charcoal (6) and a fall in the price of mustard oil (-5). The clothing and the miscellaneous group index numbers remained stationary.

### JHARIA

The index number showed only a fractional fall and remained stationary at 114 when rounded up to the nearest integer. The food group index number declined by 1 point mainly due to a fall in the price of potatoes (-13). The clothing group index number appreciated by 2 points mainly due to higher quotations for sarees (6). The fuel and lighting and the miscellaneous group index numbers remained stationary.

**DEHRI-ON-SONE**

The index number receded by 6 points continuing the downward tendency noticed last month and stood at 102. The food group index number receded by 9 points mainly due to lower quotations for rice (-19) and potatoes (-57). The clothing group index number advanced by 1 point mainly due to higher quotations for sarees (14). The index numbers for the fuel and lighting and the miscellaneous groups remained stationary.

**MONGHYR**

The index number receded by 6 points continuing the downward tendency noticed since October, 1958 and stood at 93. The food group index number receded by 7 points mainly due to lower quotations for rice (-14) and atta wheat (-5). The fuel and lighting group index number advanced by 1 point mainly due to higher quotations for mustard oil (11). The clothing group index number declined by 4 points mainly due to lower quotations for dhoties (-4), sarees (-3), shirting (-6) and coating (-4). The miscellaneous group index number remained stationary.

**CUTTACK**

The index number showed only a fractional rise and remained stationary at 116 when rounded up to the nearest integer. The fuel and lighting group index number appreciated by 2 points due to an increase in the price of kerosene oil (8). The clothing group index number advanced by 1 point mainly due to higher quotations for sarees (1). The miscellaneous group index number advanced by 1 point due to an increase in the price of supari (5). The food group index number remained stationary.

**BERHAMPUR**

The index number showed only a fractional fall and remained stationary at 120 when rounded up to the nearest integer. The food group index number receded by 2 points mainly due to lower quotations for brinjals (-33) and plantain (-33). The fuel and lighting group index number advanced by 5 points mainly due to an increase in the prices of firewood (3) and kerosene oil (21). The miscellaneous group index number advanced by 1 point mainly due to higher quotations for tobacco (2). The clothing group index number remained stationary.

**GAUHATI**

The index number receded by 4 points continuing the falling tendency noticed since Oct 1958 and stood at 99. The food group index number receded by 6 points mainly due to lower quotations for rice (-16) and mustard oil (-10). The other group index numbers remained stationary.

**SILCHAR**

The index declined by 5 points reversing the upward tendency noticed since May 1958 and stood at 108. The food group index number receded by 7 points mainly due to lower quotations for rice (-3), fish (-37), mustard oil (-3) and gur (-17). The miscellaneous group index number receded by 1 point due to a fall in the price of supari (-30). The index numbers for the fuel and lighting and the clothing groups remained stationary.

## TINSUKIA

The index number receded by 4 points continuing the falling tendency noticed since October 1958 and stood at 114. The food group index number receded by 6 points mainly due to lower quotations for rice (-15) and mustard oil (-5). The miscellaneous group index number advanced by 3 points mainly due to higher quotations for supari (16). The index numbers for the fuel and lighting and the clothing groups remained stationary.

## LUDHIANA

The index number advanced by 1 point after remaining almost stationary during the preceding two months and stood at 100. The food group index number advanced by 3 points mainly due to higher quotations for wheat (7) wheat flour (10) and chillies (27). The clothing group index number receded by 1 point mainly due to a fall in the price of muslin (-5). The miscellaneous group index number declined by 2 points mainly due to lower quotations for tobacco (-12). The fuel and lighting group index number remained stationary.

## AKOLA

The index number advanced by 1 point continuing the upward tendency noticed since May, 1958 and stood at 107. The food group index number advanced by 1 point mainly due to higher quotations for wheat (4), guar (2) and dal tur (3). The fuel and lighting and the miscellaneous group index numbers also advanced by 1 point each due to an increase in the price of firewood (2) and pan (9) respectively. The clothing group index number remained stationary.

## JABALPUR

The index number receded by 2 points having remained almost stationary during the preceding month and stood at 111. The food group index number declined by 2 points mainly due to lower quotations for wheat (-4), dal tur (-6) and potatoes (-23). The clothing group index number advanced by 1 point due to an increase in the price of twill (5). The miscellaneous group index number declined by 1 point due to fall in the price of pan (-8). The fuel and lighting group index number remained stationary.

## KHARAGPUR

The index number further receded by 4 points continuing the falling tendency noticed last month and stood at 116. The food group index number declined by 6 points mainly due to lower quotations for rice (-16) and brinjals (-17). The fuel and lighting group index number advanced by 1 point mainly due to a rise in the price of firewood (2). The miscellaneous group index number appreciated by 1 point mainly due to higher quotations for hair oil (9). The clothing group index number remained stationary.

**MERCARA (Base: 1953=100)**

The index number receded by 1 point reversing the upward tendency noticed since September 1958 and stood at 132. The miscellaneous group index number receded by 1 point mainly due to lower quotations for soap washing (-12). Other group index numbers remained stationary.

**BHOPAL (Base: 1951=100)**

The index number showed only a fractional fall and remained stationary at 120 when rounded upto the nearest integer. Other group index numbers also remained stationary.

**BEAWAR (Base. Aug. 1951—July 1952=100)**

The index number showed only a fractional rise and remained stationary at 109 when rounded upto the nearest integer. The food group index number receded by 1 point due to a fall in the prices of wheat (-2) and gur (-9). The fuel and lighting group index number advanced by 9 points mainly due to higher quotations for firewood (10) and kerosene oil (8). The index numbers for the clothing and the miscellaneous groups remained stationary.

**SATNA (Base: 1953=100)**

The index number further declined by 6 points continuing the falling tendency noticed last month and stood at 109. The food group index number receded by 9 points mainly due to lower quotations for rice (-11), wheat (-9), berri (-7) and junahari (-22). The fuel and lighting group index number receded by 5 points mainly due to a fall in the price of firewood (-10). The clothing and the miscellaneous group index numbers remained stationary.

**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE: AUGUST, 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944, the consumer price index numbers on the original base 1944=100 for December, 1958 and January, 1959 were 155.96 and 160.58 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August, 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of January, 1959 on pre-war August, 1939 base may be estimated to be 418.84.

TABLE 26—LABOUR BUREAU CONSUMER PRICE

(Base shifted to 1949=100)

Centres	General					Food group				
	Conversion factor†	Dec. 1958	Nov. 1958	Dec. 1957	Average 1958	Conversion factor†	Dec. 1958	Nov. 1958	Dec. 1957	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi . . .	1.32	118†	120	110	113	1.28	124	127	111	117
Ajmer . . .	1.61	108 (P)	114	100	103 (P)	1.59	113 (P)	119	98	104 (P)
Jamshedpur . . .	1.39	121	129	120	123	1.39	121	132	124	125
Jharia . . .	1.59	114	114	106	108	1.59	118	119	109	112
Dehra on Sonu . . .	1.70	102	108	103	104	1.80	100	109	101	103
Monphyr . . .	1.71	93	99	93	102	1.89	90	97	98	101
Cuttack . . .	1.47	116	116	111	116	1.53	118	115	110	115
Berhanpur . . .	1.54	120	120	112	115	1.68	125	127	116	120
Gaibati . . .	1.28	99	103	105	103	1.29	103	100	112	109
Silchar . . .	1.38	103	113	104	107	1.41	109	116	103	107
Imaok & Ludhiana . . .	1.10	114	118	117	118	1.13	111	117	118	116
. . .	1.64	101	99	94	96	1.77	100	97	90	93
Alola . . .	1.68	107	106	88	101	1.93	99	98	89	92
Jabalpur . . .	1.51	111	113	109	109	1.62	111	113	104	105
Kharegpur . . .	1.37	116	120	106	113	1.42	118	124	104	113
*Mercara . . .	—	132	133	115	121	—	143	143	120	127
*Plantation Centres . . .	—	—	119	113	—	—	—	120	112	—
*Bhopal . . .	—	120	120	100	111	—	117	117	88	103
*Bewar . . .	—	109	109	94	110	—	100	101	82	89
*Satna . . .	—	109	115	97	104	—	108	117	94	102

Source: Labour Bureau.

† January 1959 index figure 127.

‡ To obtain the index on original

The original base for centres marked with an asterisk and Valparaiso January to June 1949=100



INDEX NUMBERS FOR WORKING CLASS  
except for centres marked with an asterisk)

Numbers

Fuel and lighting group					Clothing Bedding & Footwear group					Miscellaneous group					Con- sumer Price Index
Con- ver- sion factor*	Dec. 1958	Nov. 1958	Dec. 1957	Aver- age 1958	Con- ver- sion factor*	Dec. 1958	Nov. 1958	Dec. 1957	Aver- age 1958	Con- ver- sion fac- tor*	Dec. 1958	Nov. 1958	Dec. 1957	Aver- age 1958	Numbers (Base 1944- 1953 100) for Dec. 1958
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1.81 1.65	40 163 (P)	47 93	81 90	74 93 (P)	1.25 1.83	152 84 (P)	153 96	139 104	145 97 (P)	1.48 1.64 (P)	111 106 (P)	111 115	114 114	111 113 (P)	155.9 173.7 (P)
1.66 1.28	104 83	104 83	104 83	104 83	1.76 1.08	139 99	139 97	127 101	132 99	1.49 1.83	120 99	120 99	113 91	117 93	166.49 181.14
1.47 1.31	97 76	97 73	102 88	98 83	1.31 1.29	113 117	112 121	113 120	113 119	1.53 1.31	101 109	106 109	104 100	100 103	173.10 179.89
1.40 1.53	104 90	102 94	97 91	100 91	1.30 1.28	117 105	110 103	118 104	112 106	1.43 1.40	113 112	113 111	126 113	113 112	171.18 184.37
0.67 1.59	129 103	139 103	141 106	141 103	2.15 1.35	64 122	64 122	65 122	64 122	1.40 1.17	83 90	89 91	69 102	89 100	126.72 143.38
0.58 1.57	100 73	100 73	94 76	95 74	1.33 1.02	134 154	134 153	131 119	133 153	1.11 1.76	121 93	118 98	112 90	114 83	125.00 184.26
1.96 1.43	116 104	114 104	97 110	103 104	1.05 1.23	144 11	144 114	143 109	145 110	1.32 1.76	114 114	113 115	102 124	114 124	179.23 168.24
1.14 —	129 111	128 111	127 107	122 109	1.25 —	99 166	99 106	102 102	102 105	1.42 —	114 104	113 107	109 102	112 103	158.70 —
— —	— 119	— 119	— 121	— 121	— —	— 113	154 413	125 111	— 114	— —	104 142	106 142	— 128	— 136	— —
— —	177 93	168 94	158 94	144 94	— —	119 110	119 110	117 109	118 109	— —	111 123	111 123	102 111	105 119	— —

January 1959 index figure 160.55.

base the figures given above should be multiplied by the conversion factor.

is as follows—Mertara : 1953=100, Plantation Centres (Comprising Gudalur, Kullalamby, Vayithur, Elipal) : 1951=100, Beawar : August 1951 to July 1952=100 and Satna : 1953=100.

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES  
(BASE. Shifted to 1949=100)

Name of Centre	December 1938	November 1938	December 1937	Average 1938
<b>MIDDLE CLASS</b>				
1 Calcutta . . . . .	—	—	105	—
2 Asansol . . . . .	—	—	109	—
<b>LOW PAID EMPLOYEES</b>				
1 Visakhapatnam . . . . .	132	131	112	120
2 Eluru . . . . .	126	126	121	120
3 Cuddalore . . . . .	123	119	105	112
4 Tiruchirappalli . . . . .	111	112	100	104
5 Madurai . . . . .	116	115	103	105
6 Coimbatore . . . . .	120	122	111	114
7 Kozhikode . . . . .	114	112	105	106
8 Bellary . . . . .	117	116	115	112
<b>RURAL POPULATION</b>				
1. Advivaram . . . . .	117	117	114	115
2. Thettangi . . . . .	121	120	127	123
3. Alamuru . . . . .	120	120	112	114
4. Madhavaram . . . . .	107	109	126	118
5. Puliyur . . . . .	123	121	115	113
6. Agaram . . . . .	127	124	118	118
7. Thulayanatham . . . . .	104	104	102	103
8. Erodu . . . . .	131	128	123	121
9. Gokulapuram . . . . .	108	104	101	103
10. Kinnathukudavu . . . . .	110	111	109	110
11. Guduvancheri . . . . .	99	99	95	98
12. Kunnathur . . . . .	109	108	106	106
13. Koduvalli . . . . .	102	100	97	97

Source: State Governments.

## Retail and Wholesale Prices

## PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF DECEMBER 1958

(Base: 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of December 1958, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953, issue of the 'Indian Labour Gazette.' Articles for which the price relative during the month of December 1958 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State (1)	Names of the commodities and variations in their price relative in brackets (2)
<i>Urban Centres</i>	
<i>Bombay—</i>	
Surat . . .	Wheat (—13)
Dohad . . .	Matzo (25), Moong Dal (—16), Gur (—10), Edible oil (—17), Tea (10), Salt (25), Supari (17).
<i>Bihar—</i>	
Patna . . .	Rice (—10), Arhar Dal (—11), Chillies (12), Potatoes (—28), Pan (—30), <sup>2</sup> Supari (13)
<i>Mysore—</i>	
Hubli . . .	Moong Dal (26), Arhar Dal (16), Chillies (—30), Tobacco (32), Pan (20).
<i>Punjab—</i>	
Amritsar . . .	Gur (—39), Onions (11), Potatoes (—14)
<i>Uttar Pradesh—</i>	
Lucknow . . .	Moong Dal (—29), Mash Dal (—13), Gur (—30), Meat (12), Onions (30), Potatoes (—34), Pan (52)
Agra . . .	Moong Dal (—11), Gur (—26), Potatoes (—39), Pan (—28).
Bareilly . . .	Barley (—12), Moong Dal (—30), Gur (—30), Tea (11), Potatoes (—37)
Banaras . . .	Moong Dal (—12), Mash Dal (—22), Gur (—31), Potatoes (—64).
Meerut . . .	Gur (—17), Onions (12), Potatoes (—54), Pan (—11).

(1)	(2)
<i>West Bengal—</i>	<i>Urban Centres—contd.</i>
Howrah . . .	Rice (—18), Gur (—21), Fish (—25), Potatoes (—45), Pan (15), Supari (12).
Budge Budge . . .	Rice (—29), Gur (—29), Fish (—19), Potatoes (—48)
Kankinara . . .	Rice (—18), Chattoo (12), Gur (—24), Fish (—24), Potatoes (—45), Pan (—10)
Paniganj . . .	Rice (—21), Gur (—20), Potatoes (—26), Pan (15).
Calcutta . . .	Rice (—14), Gur (—14), Potatoes (—37).
Gauripore . . .	Rice (—16), Potatoes (—29)
Serampore . . .	Rice (—23), Fish (—17), Potatoes (—35), Hair Oil (—14).
Kanchrapara . . .	Rice (—25), Arhar Dal (12), Gur (—11), Fish (—27), Potatoes (—32).
	<i>Rural Centres</i>
<i>Assam—</i>	
Mairang . . .	Pan (22).
<i>Bihar—</i>	
Teghra* . . .	Rice (—13), Onions (—28), Potatoes (13), Pan (11).
<i>Bombay—</i>	
Lakh . . .	Jowar (—10), Kerosene oil (11)
<i>Madhya Pradesh—</i>	
Multani . . .	Jowar (—11)
Salamatpur . . .	Soap washing (29)
<i>Mysore—</i>	
Kudchi . . .	Rice (—14), Chillies (—61), Onions (39)
<i>Orissa—</i>	
Bambra . . .	Chillies (13), Supari (—31)
Muniguda . . .	Salt (10), Chillies (18), Onions (—37)
<i>Rajasthan—</i>	
Nana . . .	Edible oil (—11).
<i>Uttar Pradesh—</i>	
Shankargarh . . .	Jowar (—11), Arhar Dal (10), Gur (—16)

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF DECEMBER, 1958

(Base. 1949=100)

Items	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Surat (Bombay)	Dahod (Bombay)	Palna (Bihar)	Mubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banars (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge-Budge (West Bengal)	Kankinada (West Bengal)	Rangpur (West Bengal)	Cuttack (West Bengal)	
<b>Cereals—</b>																
Wheat	168	153	88	—	107	105	115	117	98	114	106	87	806	66	87	
Rice	161	115	93	115	—	75	71	72	73	73	150	141	157	135	152	
Gram	—	—	120	—	217	152	150	133	143	135	115	107	71	109	01	
Jowar	128	—	—	124	—	—	—	—	76	85	—	—	—	—	—	
Barley	—	—	109	—	—	134	119	138	112	113	—	—	—	—	—	
Maize	—	158	122	—	—	—	—	—	—	—	—	—	—	—	—	
Chattoo	—	—	97	—	—	—	—	—	—	—	76	84	118	96	88	
<b>Pulses—</b>																
Moong Dal	90	160	—	142	118	89	110	97	115	107	116	107	124	117	111	
Mah Dal	100	—	—	—	95	119	123	110	150	104	—	—	—	—	—	
Gram Dal	78	100	—	110	—	—	—	—	—	—	113	102	106	100	103	
Arhar Dal	109	—	136	139	132	150	149	160	141	137	124	129	105	119	104	
<b>Other Food Articles—</b>																
Sugar	107	109	109	104	114	113	114	112	117	113	118	115	118	113	115	
Gur	01	93	115	—	115	75	86	85	67	83	92	85	91	85	83	
Ghee Vana pati	—	—	109	—	126	89	88	90	01	92	101	01	81	85	85	
Ghee Pure	95	93	102	—	—	93	99	92	88	94	106	89	105	127	113	
Edible Oil	06	83	90	86	90	82	84	94	01	86	78	80	78	80	81	
Tea	121	129	123	120	113	120	129	128	127	120	128	123	100	127	134	
Salt	46	125	75	108	50	60	67	69	64	75	109	100	100	100	100	
Chillies	88	04	106	117	80	—	—	—	57	90	85	73	80	84	82	
Turmeric	—	51	—	—	38	—	—	—	50	56	50	61	60	56	54	
Meat	95	119	88	121	114	126	100	107	91	112	90	97	92	92	90	
Fish	—	—	54	—	—	—	—	—	—	—	103	110	104	02	106	
Onions	69	120	134	120	63	100	68	36	68	60	81	80	86	84	90	
Potatoes	115	—	89	117	98	108	87	115	77	83	92	94	98	86	98	
Milk	90	83	89	94	71	87	86	119	100	91	109	99	96	99	101	
<b>Fuel and Lighting—</b>																
Firewood	113	72	71	100	76	75	85	05	84	93	80	95	91	—	71	
Match Box	120	86	86	120	120	140	150	120	140	120	120	120	100	100	120	
Kerosene Oil	119	110	89	113	93	112	104	100	100	93	100	100	109	50	109	
<b>Miscellaneous—</b>																
Bidis	100	100	123	100	105	133	133	92	100	133	107	107	107	100	100	
Tobacco	129	—	81	91	102	101	135	102	74	94	128	101	123	84	107	
Soap Washing	112	100	61	107	93	138	104	74	67	107	101	88	78	86	102	
Hair Oil	113	109	116	103	—	—	—	—	—	121	166	122	138	129	138	
Fan	86	—	129	110	—	93	84	57	25	53	147	133	95	127	113	
Sapari	158	192	172	137	—	223	252	246	173	231	242	247	217	233	229	

TABLE 28—contd.

Items	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
	Gauropore (West Bengal)	Serampore (West Bengal)	Kanchipuram (West Bengal)	Kachua (Andhra Pradesh)	Mubung (Assam)	Theinga (Bihar)*	Lokh (Bombay)	Malap (Madhya Pradesh)	Salanpur (Madhya Pradesh)	Kudab (Mysore)	Malur (Mysore)	Baram (Orissa)	Munguda (Orissa)	Nana (Rajasthan)	Shankargadh (Uttar Pradesh)
<b>17</b>															
<i>Cereals—</i>															
Wheat	94	87	87	—	—	127	—	—	93	—	—	—	—	74	112
Rice	152	150	136	134	130	124	—	144	95	124	172	125	73	—	87
Gram	88	122	119	—	—	129	—	—	—	—	74	—	—	—	152
Jowar	—	—	—	133	—	106	163	92	—	115	—	—	—	—	114
Barley	—	—	—	—	—	123	—	—	—	—	—	—	—	67	138
Maize	—	—	—	—	—	108	—	—	—	—	—	—	—	58	—
Chattoo	104	105	89	—	—	151	—	—	—	—	—	—	—	—	—
<i>Pulses—</i>															
Moong Dal	132	109	136	—	—	124	—	—	208	—	84	—	147	60	—
Mash Dal	—	—	—	—	—	160	—	98	—	—	—	—	—	—	125
Gram Dal	100	109	108	105	—	148	93	—	—	112	—	—	—	88	—
Arhar Dal	134	146	138	122	84	150	120	123	153	150	90	112	132	—	157
<i>Other Food Articles—</i>															
Sugar	110	110	107	100	96	122	—	—	95	95	107	108	158	107	110
Gur	84	102	89	89	119	148	160	92	125	170	93	93	—	93	08
Ghee Vanaspathi	80	—	87	—	—	104	—	—	—	—	—	—	—	—	—
Ghee Pure	80	81	96	119	—	97	—	106	119	—	—	—	101	107	—
Edible Oil	82	80	66	98	109	95	93	90	83	100	258	89	07	85	92
Tea	124	123	130	110	133	165	126	128	110	132	132	—	132	112	—
Salt	92	100	92	75	66	92	77	80	90	89	00	63	00	120	82
Chillies	66	00	86	154	94	81	117	88	01	139	132	133	134	85	73
Turmeric	48	54	63	86	88	45	53	68	70	51	147	53	106	50	54
Meat	87	109	102	160	—	97	—	151	—	—	—	—	—	100	—
Fish	97	07	85	—	123	138	—	—	—	—	—	—	—	—	—
Onions	107	93	84	83	93	148	—	—	110	106	113	84	113	—	67
Potatoes	115	108	92	—	117	173	—	—	—	—	69	—	—	—	—
Milk	113	106	250	139	—	100	50	100	155	92	100	125	102	100	93
<i>Fuel and Light- ing—</i>															
Firewood	97	88	112	—	—	(P)	—	—	—	—	—	—	—	—	—
Match Box	120	120	120	80	100	120	100	149	100	125	120	120	120	100	100
Kerosene Oil	100	100	100	—	119	112	103	92	112	—	89	112	75	120	100
<i>Miscellaneous—</i>															
Bidis	100	129	123	136	89	100	106	—	100	119	100	100	106	119	100
Tobacco	81	118	99	—	70	75	—	182	—	—	131	65	—	128	90
Soap Washing	66	91	86	107	69	112	156	218	300	100	417	150	75	97	88
Hair Oil	140	138	149	93	—	148	127	—	—	122	61	114	126	—	—
Pan	109	138	138	—	85	71	—	—	—	—	—	—	—	—	—
Supari	250	223	264	—	229	187	—	242	226	—	169	220	—	—	204

Source : Labour Bureau.

\* Base : 1926=100.

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base 1952-53=100)

—	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year Aug '39=100)†
1	2	3	4	5	6	7	8
1943* Average . .	100	96	109	110	100	103.6	401.0
1954 Average . .	84	66	98	104	100	99.6	370.1
1955 Average . .	73	56	85	97	99	91.6	348.9
1956 Average . .	92	78	99	113	105	102.6	390.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	116	108	111.0	422.5
1957—							
December . .	98	80	104	115	108	107.0	407.2
1958—							
January . .	97	80	103	114	108	106.0	403.4
February . .	95	76	101	111	108	104.7	398.5
March . .	95	78	102	111	108	103.4	401.2
April . .	97	82	105	114	108	107.4	408.8
May . .	99	82	107	114	108	108.2	411.8
June . .	106	91	113	115	108	111.7	425.1
July . .	110	100	118	118	108	114.7	436.5
August . .	114	102	120	119	109	116.0	441.5
September . .	115	105	121	119	109	116.5	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	100	114.0	433.9
December . .	105	111	113	113	108	111.4	424.0

\*Average of 9 months ending December.

†Figures have been obtained on the basis: 100 of the new series=380.6 (being the average for 1952-53 of the old series).

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industry, Govt. of India.

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MINISTRY OF LABOUR AND EMPLOYMENT \* GOVERNMENT OF INDIA

VOL. XVI, No. 9  
MARCH 1959

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# Indian Labour Gazette

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March, 1959

No. 9

## EARNINGS OF FACTORY WORKERS DURING THE YEAR 1957\*

In this article statistics of per capita average earnings of factory workers during 1957 have been presented on the basis of data received under the Payment of Wages Act, 1936, from the various States and Union Territories. Under this Act, the Authorities in each State collect annual returns from individual factories, consolidate these primary returns and furnish consolidated returns to the Labour Bureau. The present article, like similar articles for previous years, presents the statistics of earnings, as contained in the consolidated returns received from the States and Union Territories, for general information. It does not purport to give an analysis of wage movements or the causes for the inter-State or inter-Industry variations in the level of earnings, because necessary material for such studies is not contained in the consolidated returns received from States and generally there is no regular system for ascertaining reasons for variations in earnings, as reported in the primary returns of factories and of verifying the data when large variations are noticed. Moreover, the data collected under the Payment of Wages Act are subject to several limitations of scope, coverage and concepts which have to be carefully borne in mind in drawing any conclusions from them. These limitations are discussed in the next few paragraphs.

### 2. Limitations.

2.1. The Payment of Wages Act, 1936, covered employees, including clerical and supervisory staff whose monthly wages did not exceed Rs. 200† and who were employed in factories registered under the Factories Act, 1948. It may be noted that the employees covered under the Payment of Wages Act, 1936 are not identical with 'workers' as defined in the Factories Act. Thus, the figures of average per capita annual earnings derived from the returns under the Payment of Wages Act are not strictly attributable to the employment figures (published elsewhere in the Gazette) relating to 'workers' collected under the Factories Act.

2.2. The term 'wages', as used in the Payment of Wages Act, includes all remuneration capable of being expressed in terms of money which would be payable in terms of the contract of employment but does not include the following—

- (a) The value of any house accommodation, supply of light, water, etc.;

\*An article on the same subject in respect of the year 1956 was published in the March, 1958 issue of the Indian Labour Gazette.

†With the enforcement of the Payment of Wages (Amendment) Act, 1957 with effect from 1st April, 1958, the wage limit in the Act has been raised from Rs. 200 to Rs. 400.

- (b) Contribution paid by the employer to any pension fund or provident fund,
- (c) Travelling allowance or value of any travelling concession;
- (d) Any sum paid to defray special expenses; and
- (e) Any gratuity payable on discharge.

It is difficult to say how far the information regarding wages as furnished in the returns under the Payment of Wages Act is based on a uniform interpretation of the term 'Remuneration'. In the primary returns, the factories are required to furnish the data under the following heads —

- (a) Basic Wages, (b) Cash allowances including dearness allowance, (c) Money value of concessions, (d) Bonus; and
- (e) Arrears

It is not unlikely that one of the components, viz, money value of concessions in kind, may not have been taken on a uniform basis by individual factories. Steps have, however, been taken to lay down uniform instructions in the matter for the purpose of future returns.

2.3 Not all the factories furnish their primary returns to the State Authorities even though it is a statutory obligation and hence the consolidated returns of States relate to factories submitting returns only and not to all factories covered under the Act. The proportion of factories not submitting returns varies from year to year vitiating the comparability of the statistics to some extent. In the various Tables of the present article, an attempt has been made to indicate the degree of non-response.

2.4 The consolidated returns of State Authorities contain the following main items of information, by industries:—

- (a) Number of units covered under the Act and of those furnishing returns
- (b) Average daily employment during the year.
- (c) Total man-days worked during the year.
- (d) Total gross wage-bill (before any deduction) broken up by components like basic wages, money value of concessions, etc.

The figure of average daily employment for an industry is derived by summing up such figures (obtained by dividing aggregate number of attendances during the year by the number of working days) reported by individual units belonging to that industry. Total gross wage-bill for an industry, when divided by the corresponding average daily employment, yields the figures of per capita average annual earnings, as presented in this article. It will be clear that the figures of average annual earnings, derived in this manner, are subject to the variations in the number of working days and contain an element of error in any comparison made on the basis of these figures. It is for this reason that such figures have been presented for perennial industries only for which variations in the number of working days may not be considerable. To eliminate the effects of variations in the number of working days, figures of average daily per capita earnings can be derived by dividing the gross wage-bill by the corresponding total man-days worked. Such figures have also been presented in this



article (Table IV) for the first time, for both seasonal and perennial industries. It may be mentioned, however, that provision for collection of data on man-days worked was introduced comparatively recently and in the consolidated returns received from States, these data are sometimes not furnished at all or in some cases the quality of such data seems to require improvement.

2.5. The statistics presented in this article cover all the States, as re-organised, except Jammu and Kashmir where the Payment of Wages Act had not been enforced in 1957 and a few Union Territories where the employment in factories was not sizeable. It may be stated that these statistics for years prior to 1956 used to relate to former Part 'A' States only. Due to this significant change in the geographical coverage of statistics of earnings collected under the Payment of Wages Act, it will not be correct to continue the Labour Bureau Series of Index Numbers of Earnings for Factory Workers on base 1951=100. The Bureau, therefore, proposes to compile a new series of these indices in due course on a recent base.

2.6. The statistics for 1957 presented in this article are subject to some revisions because a few figures showing large variations from the corresponding figures of the preceding year, particularly in the returns received from Andhra Pradesh and Madhya Pradesh, have been referred to the State Authorities concerned for verification.

### 3. Average annual earnings, by States.

3.1. In Table 1 are presented the statistics of average annual earnings for 1956 and 1957 by States. It will be seen that taking all the States and Union Territories covered in this Table, only about 70 per cent of the factories covered under the Act furnished returns during 1957 as compared to about 72 per cent during 1956. The coverage was particularly poor in Madhya Pradesh and Rajasthan during both the years though there was some improvement in the position during 1957 as compared to the previous year.

3.2. Subject to all the limitations of the statistics discussed earlier, per capita average annual earnings, taking all the States and Union Territories together, advanced from Rs. 1,186.8 during 1956 to Rs. 1,233.9 during 1957 or by about 4.0 per cent. The States in which an appreciable rise in per capita average annual earnings was recorded between the two years were Andhra Pradesh, Assam, Madhya Pradesh, Rajasthan and Mysore. As already cautioned in the introductory paragraph, no definite inference can be drawn from these variations and sometimes they may result from the nature of the data themselves. The returns from Andhra Pradesh showed a considerable rise in average annual earnings in several industries and those from Madhya Pradesh in respect of Textiles and Electrical Machinery industries. It has already been stated that some of these figures are under reference to State Authorities for verification. In the returns received from Assam, a considerably higher level of earnings was recorded in 1957 than in 1956 in respect of the industries, Products of Petroleum and Coal, Metal Products (except Machinery and Transport Equipment) and Water and Sanitary Services. The higher level of earnings in these industries was ascribed by the State Authority to increased amounts paid as bonus, allowances, etc. In the returns received from Rajasthan, the considerably higher level of earnings during 1957 than in 1956 was mainly accounted for by Textile and Non-metallic Mineral Products industries and in those

from Mysore by Non-Metallic Mineral Products and Transport and Transport Equipment industries

#### 4 Average annual earnings, by industries:

4.1. In Table II, statistics of average annual earnings during 1957 for various industries are presented. These statistics have been presented for the first time by detailed industrial classification showing figures for individual industries. Previously such statistics used to be published for broad groups of industries only. An idea of the coverage of the statistics in terms of the number of factories covered under the Act and the number furnishing returns is also given in this Table. This, as also other limitations of the statistics mentioned earlier, have to be carefully borne in mind in drawing any conclusions from these figures. The statistics have been presented for all the States and Union Territories together.

4.2 The average per capita annual earnings during 1957 in some of the more important and well-known industries are reproduced below:—

Industry	Average annual earnings per capita during 1957
	Rs.
1. Cotton Textile . . . . .	1,363 5
2. Jute Textile . . . . .	1,037.4
3. Silk Textile . . . . .	1,215.7
4. Paper Mills . . . . .	1,212 8
5. Printing, Publishing and Allied Industries . . . . .	1,217.5
6. Tanneries and Leather Finishing . . . . .	775 9
7. Artificial Manures . . . . .	1,284.8
8. Heavy Chemicals . . . . .	1,259.0
9. Matches . . . . .	914.0
10. Iron and Steel . . . . .	1,929 0
11. Metal Containers and Steel Trunks . . . . .	1,101 0
12. Textile Machinery and Accessories . . . . .	1,201.1
13. Ship-building and Repairing . . . . .	1,659 9

### 5. Average annual earnings, by components

Table III shows the break-down of per capita average annual earnings during 1957 by the various components, viz., bonus, money value of concessions, etc., for individual States excluding a few which did not furnish this break-down in their consolidated returns. Basic wages and cash allowances (including dearness allowance) constituted about 53.0 per cent and 39.4 per cent, respectively of average annual earnings taking together all the States which furnished the information. Of the remaining 7.6 per cent, bonus accounted for 5.6 per cent, money value of concessions 1.6 per cent, and arrears 0.4 per cent. The share of bonus in average annual earnings was comparatively high in Assam (13.3 per cent), Bihar (12.6 per cent.) and Andhra Pradesh (9.4 per cent) and the share of money value of concessions was comparatively high in Assam (10.8 per cent.), Madras (8.9 per cent.) and Bihar (4.7 per cent.).

### 6. Average daily earnings by States and Industries:

6.1. Table IV gives the statistics of average daily earnings per capita derived by dividing the total wage-bill by the total man-days worked, as furnished in the returns of States. These statistics have been presented for the first time in this article. Since the statistics of average daily earnings will not be subject to the variations in the number of days worked during a year, they have been presented for both seasonal and perennial groups of industries in this Table. The statistics are presented for only broad groups of industries and for only those States for which it was possible to compute average daily earnings on the basis of their returns.

6.2. It appears that in every State covered in Table IV, average daily earnings for all the seasonal industries (Gins and Presses, Food, Beverages and Tobacco) together were lower than those for all the other perennial industries together. Taking all the States together, the average daily earning in seasonal industries was Rs. 1.69 as against Rs. 4.28 for perennial industries.

6.3. Taking all the States together, average daily earnings ranged from Rs. 1.35 in Processes Allied to Agriculture to Rs. 6.29 in Products of Petroleum and Coal, the overall average for all industries together being Rs. 3.67. In Bombay, the range was from Rs. 1.60 in the Tobacco Industry to Rs. 6.85 in Products of Petroleum and Coal with an overall average of Rs. 4.54. In Madras from Rs. 0.63 in Food to Rs. 5.60 in Electricity, Gas and Steam with an overall average of Rs. 2.61, in Kerala from Rs. 1.27 in Food to Rs. 6.89 in Products of Petroleum and Coal with an overall average of Rs. 2.11, in Rajasthan from Rs. 0.60 in Food to Rs. 5.44 in Electricity, Gas and Steam with an overall average of Rs. 2.58, in Delhi from Rs. 2.52 in Rubber and Rubber Products and Non-Metallic Mineral Products to Rs. 6.68 in Products of Petroleum and Coal with an overall average of Rs. 4.89, in Orissa from Rs. 1.28 in Personal Services to Rs. 5.27 in Machinery (except Electrical Machinery) with an overall average of Rs. 2.78, etc. These statistics provide only rough indicators for inter-State and Inter-Industry differentials in the level of earnings, a closer study of which requires detailed investigations both into the causes and into the quality of primary data.

**TABLE No. I**  
*Average Annual Earnings of Factory Employees covered under the Payment of Wages Act by States*  
*1956 and 1957*  
*(Perennial Industries only)*

Sl. No.	State/Union Territory	1956				1957			
		No. of Factories		In Factories Furnishing Returns		No. of Factories		In Factories Furnishing Returns	
		Covered under the Act	Furnishing Returns	Average Daily Employment	Average per capita Annual Earnings	Covered under the Act	Furnishing Returns	Average Daily Employment	Average per capita Annual Earnings
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Andhra Pradesh	1,185	834	46,986	Rs. 594.9 (R)	1,550	1,005	40,802	Rs. 1,030.8
2	Assam	203	155	9,128	1,525.9	217	105	8,946	1,833.6
3	Bihar	765	740	1,06,514	1,235.6	809	799	1,07,842	1,290.2
4	Bombay	6,603	4,271	7,37,864	1,414.8	7,145	4,310	7,25,608	1,452.6
5	Kerala	935	676	53,502	735.9	1,053	606	44,027	805.0
6	Madhya Pradesh	508	106	31,242	982.4	632	242	69,804	1,138.7

	7	Madras	2,770	2,400	2,00,045	950 1	2,863	2,558	2,41,987	978-9
	8	Mysore	114	86	25,718	852-5	232	198	11,117	967-3
	9	Orissa	230	136	13,771	948 5	239	141	15,659	958-8
	10	Punjab	1,748	990	41,006	991 0	1,873	1,065	52,210	955-3
	11	Rajasthan	210	95	16,258	769-6	196	98	13,497	907-1
	12	Uttar Pradesh	1,330	1,175	1,69,095	1,014 1	1,982	1,245	1,72,708	1,077 5
	13	West Bengal	2,348	1,816	5,37,552	1,141 6	2,543	1,973	5,37,146	1,173 6
	14	Andaman and Nicobar Islands	6	5	3,787	688 8	6	5	2,808	657-1
	15	Delhi	708	563	44,857	1,466 9	773	500	46,063	1,493 4
	16	Tripura	7	6	111	854 3	9	7	61	933 0
		Total	19,659	14,219	20,43,696	1,166 8	21,558	15,014	20,87,845	1,233 9

(R) Revised.

N.B.—(a) The above figures do not cover Railway Workshops (the returns in respect of which are not collected by State Authorities) and the seasonal group of Industries consisting of Food, Beverages, Tobacco and Cans and Presses. The figures relate to re-organised States. No returns were received from Jammu and Kashmir where the Payment of Wages Act, 1936 was enforced only from 1-4-1958 and also from Himachal Pradesh and Manipur.

(ii) In the case of Punjab and Tripura figures in columns (3) and (7) have been taken from returns under the Factories Act because the relevant figures were not furnished in the returns under the Payment of Wages Act.

TABLE No II

*Average Annual Earnings of Factory Employees covered under the Payment of Wages Act, by Industries, 1957*  
(Perennial Industries only)

Code No.	Industry	No. of Factories		In Factories Furnishing Returns	
		Covered under the Act	Furnishing Returns	Average Daily Employment	Average per Capita Annual Earnings
1	2	3	4	5	6
					Rs.
23	Textiles . . . . .	4,383	2,868	11,04,251	1,243.3
231	Spinning, Weaving and Finishing of Textiles—				
	(a) Cotton Mills . . . . .	1,641	1,053	7,42,543	1,363.5
	(b) Jute Mills . . . . .	111	108	2,51,670	1,037.4
	(c) Silk Mills . . . . .	1,207	674	45,792	1,215.7
	(d) Woollen Mills . . . . .	89	99	13,792	988.4
	(e) & (f) Lace Mills and Carpet Weaving.	117	94	3,434	1,067.9
232	Knitting Mills . . . . .	439	331	8,888	749.5
233	Cordage, Rope and Twine Industries	80	62	3,498	841.2
239	Manufacture of Textiles not elsewhere classified.	690	477	35,634	484.8
24	Footwear, Other Wearing Apparel and Made-up Textile Goods.	256	173	13,461	1,308.1
241	Manufacture of Boots and Shoes (except Rubber Footwear).	37	22	4,135	1,380.4
242	Repair of Boots and Shoes (except Rubber Footwear).	31	29	906	1,136.7
243	Manufacture of Wearing Apparel (except Footwear)—				
	(a) Clothing . . . . .	105	65	5,900	1,408.3
	(b) Umbrellas . . . . .	61	43	1,719	1,041.8
	(c) Others . . . . .	6	3	69	627.6
244	Manufacture of Made-up Textile Goods, except Wearing Apparel.	16	11	672	979.8
25	Wood and Cork except Furniture .	1,310	754	25,383	726.8

TABLE NO. II—contd.

1	2	3	4	5	6
					Rs.
250	Manufacture of Wood and Cork except Manufacture of Furniture—				
	(a) Saw Mills . . . .	905	503	12,819	735 9
	(b) Manufacture of Plywood . . .	79	61	4,558	771 3
	(c) Joinery and General Wood Working	64	43	1,600	750.2
	(d) Boxes and Packing Cases	59	25	1,028	1,024.8
	(e) Others . . . .	203	123	5,378	603 5
26	Furniture and Fixtures . . .	242	173	7,403	938.6
260	Manufacture of Furniture and Fixtures—				
	(a) Wooden . . . . .	198	144	5,767	912.1
	(b) Metal . . . . .	38	27	1,591	1,108.9
	(c) Others . . . . .	6	2	45	1,603 2
27	Paper and Paper Products . . .	183	139	30,828	1,157.6
271	Pulp, Paper and Paper Board Mills—				
	(b) Paper . . . . .	34	30	20,985	1,212 8
	(a) & (c) Pulp, Paper Board & Straw Boards.	41	35	7,019	1,093.8
	(d) Others . . . . .	108	74	2,824	901 0
28	Printing, Publishing & Allied Industries	2,255	1,623	68,452	1,217 5
280	Printing, bookbinding, etc.—				
	(a) Letter Press & Lithographic Printing and Bookbinding.	2,199	1,582	66,163	1,212.1
	(b) Other Printing, including Photography.	56	41	2,289	1,374 2
29	Leather & Leather Products (except Foot-wear).	504	405	18,019	889.8
291	Tanneries & Leather finishing .	454	373	14,278	775 9
292	Manufacture of leather products except Footwear and other Wearing Apparel	50	32	3,741	1,324 5
30	Rubber and Rubber Products .	235	173	26,690	1,497 2
300	Manufacture of Rubber and Rubber Products.	235	173	26,690	1,497 2
31	Chemicals and Chemical Products .	1,187	870	87,244	1,147.3

TABLE No. II—contd.

1	2	3	4	5	6
					Rs.
311	Basic Chemicals, including Fertilizers—				
	(a) Artificial Manures . . . .	68	52	10,947	1,284 8
	(b) Heavy Chemicals . . . .	60	40	9,756	1,259 0
	(d) Indigo . . . . .	1	1	105	1,083 2
	(e) Plastic Materials . . . .	11	8	202	920 1
	(c) & (f) Turpentine & Rosin and Others.	57	44	4,113	1,068 6
312	Vegetables & Animal Oils and Fats (except Edible Oils)	21	12	590	615 7
319	Manufacture of Miscellaneous Chemical products—				
	(a) Fine and Pharmaceutical Chemicals	226	175	16,701	1,185 6
	(b) Lac (Including Shellac) . . .	108	102	4,752	543 8
	(c) Matches . . . . .	171	140	18,744	914 0
	(d) Paints, Colours and Varnishes .	123	100	6,004	1,206 0
	(e) Soap . . . . .	68	67	5,744	1,523 3
	(f) Others . . . . .	193	129	9,526	1,376 8
32	Products of Petroleum & Coal . . .	162	132	13,918	1,990 3
321	Petroleum Refineries etc.—				
	(a) Petroleum . . . . .	33	28	4,238	2,360 1
	(b) Kerosene . . . . .	3	3	101	1,529 0
	(c) Kerosene pumping Filling and Storage.	15	12	3,620	1,892 7
	(d) Petroleum Pumping, Filling and Storage.	91	72	2,904	1,941 7
322	Coke Ovens . . . . .	5	5	1,642	1,347 5
329	Manufacture of Miscellaneous Products of Petroleum and Coal.	15	12	1,413	2,010 0
33	Non-Metallic Mineral Products (except Products of Petroleum and Coal).	1,539	1,020	1,11,170	835 3
331	Manufacture of Structural Clay Products—				
	(a) Bricks and Tiles . . . . .	479	271	24,534	826 4
	(b) Others . . . . .	56	43	1,506	731 3



TABLE No II—contd.

1	2	3	4	5	6
					Rs.
332	Manufacture of Glass & Glass Products (excepting Optical lenses).	199	157	29,103	775.4
333	Manufacture of Pottery China & Earth enware.	95	71	11,239	790 0
334	Manufacture of Cement . . . .	29	25	15,913	1,363 0
339	Manufacture of Non-metallic Mineral Products not Elsewhere Classified—				
	(a) Stone Dressing & Crushing . . . .	263	123	3,764	607 6
	(b) Asbestos Products . . . .	9	6	3,391	952 8
	(c) Mica Factories . . . .	204	176	14,050	609.7
	(d) Others . . . .	205	148	7,050	759.0
34	Basic Metal Industries . . . .	849	634	89,440	1,463 2
341	Ferrous—				
	(a) Manufacture of Iron and Steel . . . .	12	0	33,032	1,920.0
	(b) Rolling into Basic Forms . . . .	149	113	10,358	1,274.4
	(c) Tube Making & Wire Drawing . . . .	58	35	3,248	1,542 2
	(d) Rough Castings . . . .	320	258	20,026	1,014 4
	(f) Others . . . .	45	37	1,810	1,038.7
342	Non ferrous—				
	(a) Smelting & Refining of metals . . . .	29	21	4,438	1,479.7
	(b) Rolling into Basic Forms . . . .	93	52	3,998	1,288.7
	(d) Rough Castings . . . .	53	31	972	1,103 0
	(e) Forgings . . . .	2	2	26	492 4
	(c)&(f) Tube Making & Wire Drawing and Others.	88	76	2,532	943 2
35	Metal Products (except Machinery and Transport Equipment).	1,886	1,290	67,092	1,145 4
350	Manufacture of Metal Products (except Machinery and Transport Equipment).				
	(a) Metal Containers and Steel Trunks . . . .	742	484	22,957	1,101 0
	(b) Cutlery, Locks, etc. . . .	68	56	2,445	750 6
	(c) Bolts, Nuts, Nails, Springs, Chains, etc.	170	119	9,560	1,499 2

TABLE NO. II—contd.

1	2	3	4	5	6
					Rs.
	(d) Metal Galvanising Tinning, Plating, Lacquering, Japaning, Polishing, etc.	155	98	3,735	886.1
	(e) Type Founding . . . . .	44	36	1,133.	980.1
	(f) Welding . . . . .	27	23	1,226	1,082.9
	(g) Safes and Vaults . . . . .	60	43	4,057	1,550.0
	(h) Others . . . . .	620	431	21,079	1,042.3
36	Machinery (except Electrical Machinery)	2,254	1,597	1,15,388	1,139.3
390	Manufacture of Machinery (except Electrical Machinery)—				
	(a) Hydraulic, Ventilating and Pneumatic Engineering.	35	25	2,852	1,122.8
	(b) Prime Movers and Boilers . . . . .	18	15	2,742	1,271.0
	(c) Agricultural Implements . . . . .	288	147	6,177.	914.9
	(d) Machine Tools, Wood Working Machinery and Other Tools	228	131	5,195	1,064.6
	(e) Textile Machinery and Accessories	196	166	13,229	1,201.1
	(f) General and Jobbing Engineering	1,273	947	64,123	1,140.3
	(g) Others . . . . .	216	166	21,070	1,440.6
37	Electrical Machinery, Apparatus, Appliances and Supplies.	373	270	33,965	1,437.9
370	(a) Electrical Machinery . . . . .	29	20	4,038	1,320.4
	(b) Telegraph and Telephone Workshops.	16	11	4,251	1,843.6
	(c & d) Electric Lamps, (other than Glass Bulb Making), Electric Fans, Radiators and other Accessories.	63	49	6,534	1,343.1
	(e) Storage Batteries . . . . .	34	24	3,968	1,609.9
	(f) Radio and Phonographs . . . . .	44	33	4,339	1,396.7
	(g) Insulated Wires & Cables . . . . .	39	28	3,363	1,469.0
	(h) General and Jobbing Engineering	73	55	2,940	1,069.3
	(i) Others . . . . .	76	50	4,632	1,324.6
38	Transport & Transport Equipment . . . . .	1,355	1,009	1,17,104	1,481.5

TABLE No. II—contd.

1	2	3	4	5	6
331	Ship Building—				Rs.
	(a) Ship Building and Repairing .	49	39	32,052	1,658·9
	(b) Marine Engine Building & Repairing.	8	4	541	1,367·4
332	Manufacture & Repair of Rail Road Equipment—				
	(b) Tramway Workshops . .	17	14	3,024	1,454·7
333	Manufacture of Motor Vehicles . .	8	7	7,273	1,604·1
334	Repair of Motor Vehicles and Cycles—				
	(a) Motor Vehicles . . .	1,061	799	52,077	1,225·7
	(b) Cycles . . . . .	12	10	817	739·6
335	Manufacture of Bicycles . .	28	17	5,831	1,371·7
350	Aircraft—				
	(a) Manufacture of Aeroplanes, Aircraft Parts & Assemblage.	8	7	3,379	2,884·8
	(b) Repair of Aeroplanes .	14	10	589	1,499·3
389	Manufacture of Transport Equipment not elsewhere classified—				
	(a) Coach Building . . . .	94	70	5,740	1,289·7
	(b) Others . . . . .	56	32	4,001	1,222·8
39	Miscellaneous Industries . . . .	1,356	943	1,10,334	1,249·0
391	Manufacture of Professional Scientific, Measuring & Controlling Instruments.	64	53	2,980	1,149·6
392	Manufacture of Photographie & Other Optical Goods—				
	(a) Photographie & Optical Goods .	40	29	813	801·0
	(b) Cinematograph Film Making Stripping, Sorting & Grading.	10	3	66	1,689·6
393	Manufacture of Watches & Clocks .	4	2	74	1,004·0
394	Repair of Watches & Clocks . .	13	10	614	1,759·9
395	Manufacture of Jewellery & Related Articles—				
	(a) Jewellery . . . . .	110	92	1,944	846·8
	(b) Mints . . . . .	3	3	3,492	2,273·8

TABLE No. II—concl'd.

1	2	3	4	5	6
396	Manufacture of Musical Instruments .	11	8	283	Rs. 1,081.9
399	Manufacturing Industries not Elsewhere Classified—				
	(a) Ordnance Factories . . . .	38	37	52,473	1,383.3
	(b) Pen & Pencil Making . . . .	39	28	1,081	712.4
	(c) Button Making . . . . .	43	29	937	633.8
	(d) Brushes . . . . .	20	13	524	953.0
	(e) Games & Sports . . . . .	20	13	627	847.8
	(f) Manufacture of Ice . . . . .	162	116	2,262	753.7
	(g) Forage Presses . . . . .	2	2	52	1,133.4
	(h) Elastic Articles . . . . .	133	69	3,541	918.0
	(i) Celluloid Articles . . . . .	75	33	1,366	878.4
	(j) Signs & Advertising Displays .	1	1	20	1,582.2
	(k) Wrapping, Packing, Filling etc., of Articles . . . . .	59	47	13,642	1,376.2
	(l) Others . . . . .	563	355	32,491	1,035.0
51	Electricity Gas & Steam . . . .	449	344	21,337	1,591.8
511	Electric-Light & Power . . . .	416	323	18,936	1,557.0
512	Gas Manufacture & Distribution .	26	21	2,461	1,859.7
52	Water & Sanitary Services . . .	162	128	5,035	1,147.5
521	Water Supply Stations . . . .	110	99	3,973	1,116.6
522	Sanitary Services (Pumping & Sewage)	52	38	1,062	1,263.8
83	Recreation Services . . . . .	55	32	2,749	1,302.0
831	Cinema Studios . . . . .	55	32	2,749	1,302.0
84	Personal Services . . . . .	572	437	9,522	453.4
842	Restaurants, Cafes etc. . . . .	462	355	7,498	392.1
844	(a) Laundries & Laundry Services .	34	23	772	852.9
	(b) Job Dyeing, Dry Cleaning etc. .	74	59	1,242	810.0
	(c) Dhobi-Ghat . . . . .	1	..	..	..
	(d) Others . . . . .	1	..	..	..
	All Industries . . . . .	21,558	15,014	20,87,845	1,233.9

N.B.—Footnotes given under Table No. I apply to this table also.

.. Not available.

TABLE No. III

*Break-down of Average Per Capita Annual Earnings in Perennial Industries by various Components for the year 1957 by States*

S. No.	State/Union Territory	Basic wages	Cash Allowances with D A	Money value of concessions	Bonus	Arrears	Average Annual Earnings
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Andhra Pradesh . . .	548.6	377.1	7.3	97.0	1.4	1,030.8
2	Assam . . . . .	849.5	536.4	193.3	244.1	5.3	1,833.6
3	Bihar . . . . .	775.3	286.8	60.8	163.5	12.8	1,299.2
4	Bombay . . . . .	706.8	669.0	1.8	70.8	4.2	1,452.6
5	Kerala . . . . .	532.6	223.0	0.5	41.3	7.0	805.0
6	Madras . . . . .	495.1	322.3	80.7	72.0	1.9	978.0
7	Orissa . . . . .	652.5	235.4	0.2	66.8	1.9	950.8
8	Punjab . . . . .	865.2	77.3	0.2	5.4	7.2	955.3
9	Rajasthan . . . . .	590.2	266.8	15.1	28.4	6.6	907.1
10	Uttar Pradesh . . .	633.3	419.0	1.2	19.3	4.7	1,077.5
11	Andaman & Nicobar Islands.	461.8	160.2	1.0	6.8	27.3	657.1
12	Delhi . . . . .	889.1	515.0	0.5	81.9	6.9	1,493.4
13	Tripura . . . . .	614.9	317.1	..	1.0	.	933.0
	All the above States .	668.4	496.8	21.2	70.4	4.8	1,261.6

N.B.—The above break down is not available in respect of the States of Madhya Pradesh, Mysore and West Bengal and hence these States are excluded in this Table.

TABLE No. IV

*Average Daily Earnings of Factory Employees covered under the Payment of Wages Act in some States during 1957*

(Both Seasonal and Perennial Industries)

S No.	Code No	Name of Industry	Andhra Pradesh			Assam		
			(A)	(B)	(C)	(A)	(B)	(C)
1	2	3	4	5	6	7	8	9
1	01	Processes Allied to Agriculture	168	96	Rs 0 45	8	4	Rs. 1-73
2	20	Food Except Beverages	1,446	954	0 81	816	745	2 43
3	21	Beverages	11	3	2 52	1	1	2 00
4	22	Tobacco	754	440	2 06	—	—	—
5	23	Textiles	87	52	2 03	4	1	3 32
6	24	Footwear, Other Wearing Apparel & Made-up Textile Goods	22	11	1 47	—	—	—
7	25	Wood & Cork Except Furniture	102	62	1 44	103	71	3 01
8	26	Furniture & Textures	35	24	3 19	—	—	—
9	27	Paper & Paper Products	4	3	3 87	—	—	—
10	28	Printing, Publishing & Allied Industries	162	86	2 06	18	13	2 83
11	29	Leather & Leather Products (except Footwear)	52	31	0 98	—	—	—
12	30	Rubber & Rubber Products	4	1	1-45	—	—	—
13	31	Chemicals & Chemical Products	58	43	2 10	2	2	5 31
14	32	Products of Petroleum & Coal	10	8	2 35	8	8	10 07
15	33	Non metallic Mineral Products (except Products of Petroleum & Coal)	166	116	1 70	2	2	5 83
16	34	Basic Metal Industries	12	3	2 54	2	2	4 25
17	35	Metal Products, (except Machinery & Transport Equipment)	133	109	1-85	5	1	8 18
18	36	Machinery (except Electrical Machinery)	136	62	2 03	31	28	7 61
19	37	Electrical Machinery, Apparatus, Appliances & Supplies	3	3	1 42	—	—	—
20	38	Transport & Transport Equipment	116	54	7 03	24	23	5 71
21	39	Miscellaneous Industries	73	46	1 56	3	3	4 56
22	41	Electricity Gas & Steam	27	14	2 21	9	7	5 32
23	52	Water & Sanitary Services	13	7	2 34	6	5	10 31
24	83	Recreation Services	—	—	—	—	—	—
25	84	Personal Services	374	271	2 48	—	—	—
		Seasonal Industries (01 to 22)	2,370	1,533	1 33	825	750	2 21
		Perennial Industries (23 to 84)	1,686	1,005	2 44	217	165	6-18
		All Industries (01 to 84)	3,056	2,538	1 82	1,042	915	2-84

(A) Number of factories covered under the Act (B) Number of factories furnishing returns.  
(C) Average daily earnings of employees in factories furnishing returns. '—' Nil

TABLE No. IV—contd.

S. No.	Code No.	Name of Industry	Bihar			Bombay		
			(A)	(B)	(C)	(A)	(B)	(C)
			10	11	12	13	14	15
1	01	Processes Allied to Agriculture	33	31	Rs 3 67	1,463	920	Rs 1 65
2	20	Food Except Beverages	301	300	3 01	2,210	1,061	3 10
3	21	Beverages . . . . .	7	7	3 11	39	28	3 26
4	22	Tobacco . . . . .	365	361	3 57	600	413	1 60
5	23	Textiles . . . . .	30	27	2 84	1,058	1,129	4 97
6	24	Footwear, Other Wearing Apparel & Made up Textile Goods.	4	3	6 56	72	71	3 03
7	25	Wood & Cork, Except Furniture	54	54	1 09	375	193	2 00
8	26	Furniture & Fixtures	9	9	2 78	70	44	4 05
9	27	Paper & Paper Products	4	4	3 44	101	64	2 96
10	28	Printing, Publishing & Allied Industries.	90	90	3 35	704	419	4 36
11	29	Leather & Leather Products (except Footwear).	2	2	9 80	60	41	3 06
12	30	Rubber & Rubber Products	—	—	—	81	49	3 70
13	31	Chemicals & Chemical Products	93	92	1 26	380	240	4 82
14	32	Products of Petroleum & Coal	14	14	4 07	54	48	6 85
15	33	Non metallic Mineral Products (except Products of Petroleum & Coal).	207	205	3 16	522	270	2 40
16	34	Basic Metal Industries . . . . .	9	9	5 49	258	161	4 37
17	35	Metal Products (except Machinery & Transport Equipment)	40	40	4 74	645	393	4 32
18	36	Machinery (except Electrical Machinery)	93	92	4 87	664	484	4 31
19	37	Electrical Machinery, Apparatus, Appliances & Supplies	4	4	4 54	131	80	5 36
20	38	Transport & Transport Equipment.	51	51	3 34	296	195	5 76
21	39	Miscellaneous Industries	25	23	2 06	537	309	4 28
22	51	Electricity, Gas & Steam . . . . .	56	56	3 98	133	109	5 85
23	52	Water & Sanitary Services . . . . .	15	15	3 70	45	35	3 20
24	83	Recreation Services . . . . .	—	—	—	30	12	4 72
25	84	Personal Services . . . . .	9	9	1 00	22	10	3 76
		Seasonal Industries (01 to 22)	206	699	3 78	4,402	2,431	2 20
		Perennial Industries (23 to 64)	809	799	4 15	7,145	4,719	4 81
		All Industries (01 to 84)	1,515	1,498	4 07	11,547	6,750	4 54

(A) Number of factories covered under the Act.

(B) Number of factories furnishing returns.

(C) Average daily earnings of employees in factories furnishing returns. Nil.

TABLE NO. IV—contd.

S No	Code No	Name of Industry	Kerala			Madras		
			(A)	(B)	(C)	(A)	(B)	(C)
			16	17	18	19	20	21
1	01	Processes Allied to Agriculture	—	—	Pa.	258	247	Pa.
2	20	Food Except Beverages	480	250	1 27	1,465	1,334	0 63
3	21	Beverages	—	—	—	33	31	2 06
4	22	Tobacco	95	38	1 98	337	289	1 64
5	23	Textiles	327	189	2 51	753	660	3 70
6	24	Footwear, Other Wearing Apparel & Made up Textile Goods	19	14	2 35	41	35	2 84
7	25	Wood & Cork Except Furniture	181	85	2 20	23	24	2 03
8	26	Furniture & Fixtures	18	9	2 96	25	22	2 03
9	27	Paper & Paper Products	1	1	2 72	10	10	1 74
10	28	Printing, Publishing & Allied Industries	92	47	2 82	424	390	3 34
11	29	Leather & Leather Products (except Footwear)	—	—	—	253	223	2 20
12	30	Rubber & Rubber Products	64	50	2 40	10	9	4 08
13	31	Chemicals & Chemical Products	45	23	4 54	211	195	2 63
14	32	Products of Petroleum & Coal	8	5	6 82	13	10	4 78
15	33	Non metallic Mineral Products (except Products of Petroleum & Coal)	153	76	2 21	37	32	2 46
16	34	Basic Metal Industries	1	1	2 51	36	32	2 61
17	35	Metal Products (except Machinery & Transport Equipment)	21	14	2 34	132	111	2 95
18	36	Machinery (except Electrical Machinery)	33	24	3 42	203	184	2 98
19	37	Electrical Machinery, Apparatus, Appliances & Supplies	3	3	2 80	47	42	3 45
20	38	Transport & Transport Equipment	65	45	3 90	271	247	4 15
21	39	Miscellaneous Industries	13	10	2 77	179	157	2 84
22	51	Electricity Gas & Steam	1	1	5 14	16	14	5 60
23	52	Water & Sanitary Services	—	—	—	21	20	2 87
24	53	Recreation Services	—	—	—	18	14	5 00
25	54	Personal Services	5	4	2 20	129	120	1 59
		Seasonal Industries (01 to 22)	578	268	1 29	2,093	1,901	0 76
		Perennial Industries (23 to 54)	1,633	606	2 76	2,863	2,556	3 44
		All Industries (01 to 64)	1,631	832	2 11	4,956	4,457	2 61

(A) Number of factories covered under the Act

(B) Number of factories furnishing returns

(C) Average daily earnings of employees in factories furnishing returns.

— Nil



TABLE No. IV—contd.

S No	Code No.	Name of Industry	Orissa			Rassathan		
			(A)	(B)	(C)	(A)	(B)	(C)
			22	23	24	25	26	27
1	01	Processes Allied to Agriculture	—	—	Rs. —	84	24	2.74
2	20	Food Except Beverages	112	85	1.38	72	23	0.60
3	21	Beverages . . .	6	1	2.57	3	1	1.12
4	22	Tobacco . . . .	178	47	1.45	24	7	2.24
5	23	Textiles . . . .	18	15	3.37	32	16	3.60
6	24	Footwear, Other Wearing Apparel & Made up Textile Goods	—	—	—	—	—	—
7	25	Wood & Cork Except Furniture	105	64	2.76	7	2	2.80
8	26	Furniture & Fixtures	3	2	2.27	2	1	1.03
9	27	Paper & Paper Products	1	1	3.64	—	—	—
10	28	Printing, Publishing & Allied Industries	22	13	3.07	24	12	2.60
11	29	Leather & Leather Products (except Footwear)	4	2	1.37	—	—	—
12	30	Rubber & Rubber Products .	—	—	—	1	..	—
13	31	Chemicals & Chemical Products	5	3	1.36	5	..	..
14	32	Products of Petroleum & Coal	—	—	—	4	1	3.81
15	33	Non-metallic Mineral Products (except Products of Petroleum & Coal)	9	9	2.46	40	22	7.09
16	34	Basic Metal Industries	4	3	4.07	20	13	2.22
17	35	Metal Products (except Machinery & Transport Equipment)	6	4	2.07	8	4	2.06
18	36	Machinery (except Electrical Machinery).	19	9	5.27	8	5	1.79
19	37	Electrical Machinery, Apparatus, Appliances & Supplies	—	—	—	1	1	3.08
20	38	Transport & Transport Equipment	15	8	3.87	16	10	3.16
21	39	Miscellaneous Industries .	10	8	3.16	12	4	2.02
22	51	Electricity Gas & Steam	11	8	2.35	10	7	5.44
23	52	Water & Sanitary Services	1	1	2.29	—	—	—
24	83	Recreation Services .	—	—	—	—	—	—
25	84	Personal Services .	4	1	1.28	—	—	—
		Seasonal Industries (01 to 22)	206	171	1.41	182	85	0.84
		Perennial Industries (23 to 84)	239	111	3.22	196	88	3.23
		All Industries (01 to 84)	535	274	2.78	378	153	2.58

(A) Number of factories covered under the Act.

(B) Number of factories furnishing returns.

(C) Average daily earnings of employees in factories furnishing returns.

\*.. Not available.

— Nil

TABLE No IV—contd.

S. No	Code No.	Name of Industry	Andaman & Nicobar Islands			Delhi		
			(A)	(B)	(C)	(A)	(B)	(C)
			28	29	30	31	32	33
1	01	Processes Allied to Agriculture	—	—	Rs. —	2	2	Rs. 4.69
2	20	Food Except Beverages	—	—	—	52	41	3.62
3	21	Beverages	—	—	—	4	2	2.97
4	22	Tobacco	—	—	—	—	—	—
5	23	Textiles	—	—	—	80	63	5.11
6	24	Footwear, Other Wearing Apparel & Made up Textile Goods	—	—	—	20	13	4.16
7	25	Wood & Cork Except Furniture	4	4	1.78	13	12	3.90
8	26	Furniture & Fixtures	—	—	—	10	—	4.88
9	27	Paper & Paper Products	—	—	—	2	—	3.91
10	28	Printing Publishing & Allied Industries	—	—	—	100	8	6.27
11	29	Leather & Leather Products (except Footwear)	—	—	—	6	3	2.96
12	30	Rubber & Rubber Products	—	—	—	13	9	2.52
13	31	Chemicals & Chemical Products	—	—	—	34	26	3.09
14	32	Products of Petroleum & Coal	—	—	—	7	6	6.68
15	33	Non metallic Mineral Products (except Products of Petroleum & Coal)	—	—	—	23	20	2.72
16	34	Basic Metal Industries	—	—	—	45	32	3.70
17	35	Metal Products (except Machinery & Transport Equipment)	—	—	—	100	63	3.30
18	36	Machinery (except Electrical Machinery)	2	1	5.28	134	94	4.27
19	37	Electrical Machinery, Apparatus, Appliances & Supplies	—	—	—	55	43	4.09
20	38	Transport & Transport Equipment	—	—	—	64	50	6.93
21	39	Miscellaneous Industries	—	—	—	40	30	4.43
22	41	Electricity Gas & Steam	—	—	—	5	5	5.73
23	52	Water & Sanitary Services	—	—	—	7	2	3.23
24	83	Recreation Services	—	—	—	—	—	—
25	84	Personal Services	—	—	—	6	5	4.81
		Seasonal Industries (01 to 22)	—	—	—	58	45	3.64
		Personal Industries (23 to 84)	6	5	2.32	773	580	4.94
		All Industries (01 to 84)	6	5	2.32	831	633	4.89

(A) Number of factories covered under the Act.

(B) Number of factories furnishing returns

(C) Average daily earnings of employees in factories furnishing returns.

— NR.

TABLE No IV—concl'd.

S. No.	Code No.	Name of Industry	Tripura			All States		
			(A)	(B)	(C)	(A)	(B)	(C)
			74	35	34	37	38	39
1	01	Processes Allied to Agriculture	4	3	Rs. 1 72	2,020	1,736	1.37
2	20	Food Except Beverages	42	41	1 04	6,906	4,974	1.55
3	21	Beverages	—	—	—	104	74	5.00
4	22	Tobacco	5	4	1 97	2,450	1,597	2.29
5	23	Textiles	—	—	—	3,544	2,152	4.57
6	24	Footwear, Other Wearing Apparel & Made up Textile Goods.	3	2	0 66	180	112	7.70
7	25	Wood & Cork Except Furniture	3	1	3 01	975	562	2.51
8	26	Furniture & Fixtures	—	—	—	170	120	3.20
9	27	Paper & Paper Products	—	—	—	123	85	3.71
10	28	Printing, Publishing & Allied Industries.	1	1	4 14	1,640	1,157	4.01
11	29	Leather & Leather Products (except Footwear).	—	—	—	342	307	2.32
12	30	Rubber & Rubber Products	—	—	—	173	114	3.15
13	31	Chemicals & Chemical Products	—	—	—	873	626	7.04
14	32	Products of Petroleum & Coal	—	—	—	122	109	6.29
15	33	Non metallic Mineral Products (except Products of Petroleum & Coal).	1	1	2 22	1,163	754	2.69
16	34	Basic Metal Industries	—	—	—	337	256	6.04
17	35	Metal Products (except Machinery & Transport Equipment)	—	—	—	1,049	754	3.06
18	36	Machinery (except Electrical Machinery).	—	—	—	1,725	943	4.13
19	37	Electrical Machinery, Apparatus, Appliances & Supplies.	1	1	3.05	268	177	4.62
20	38	Transport & Transport Equipment.	1	1	1.30	919	654	5.32
21	39	Miscellaneous Industries	—	—	—	896	502	3.91
22	41	Electricity Gas & Steam	—	—	—	271	221	4.93
23	42	Water & Sanitary Services	—	—	—	103	85	3.44
24	43	Recreation Services	—	—	—	48	28	4.89
25	44	Personal Services	—	—	—	549	420	0.62
		Seasonal Industries (01 to 22)	51	48	1 12	11,570	7,881	1.69
		Perennial Industries (23 to 44)	9	7	3 01	14,396	10,271	4.23
		All Industries (01 to 44)	60	55	1.20	25,966	18,152	3.67

(A) Number of factories covered under the Act.

(B) Number of factories furnishing returns

(C) Average daily earnings of employees in factories furnishing returns.

— Nil

## REPORTS AND ENQUIRIES

### REVIEW ON THE WORKING OF THE WORKMEN'S COMPENSATION ACT 1923 DURING THE YEAR 1957

10 The Workmen's Compensation Act, 1923 which marked the beginning of social scrutiny in India, protects workers against industrial hazards by providing for the payment of compensation by employers in case of disability or death caused by industrial accidents or certain occupational diseases

11. The Act extends to the whole of India except the State of Jammu and Kashmir, and applies to (a) all railway servants\* not permanently employed in any administrative, district or divisional office of a railway and not employed in any capacity as is specified in Schedule II to the Act, and (b) to persons getting up to Rs 400 as monthly wages and employed in any such capacity as is specified in Schedule II to the Act

12 The State Governments are empowered to extend the provisions of the Act to other occupations which they consider to be hazardous In exercise of these powers, some of the State Governments have extended the Act to certain additional employments mentioned in the reports for the years 1954 and 1955 No new additions were made during the year under review.

13. This review is based on the annual reports received from all States† (except Rajasthan and Jammu and Kashmir) and Delhi territory. The review is divided into two parts—Part A deals with the statistics of compensated accidents and the amount of compensation paid, as furnished by the employers to the State Governments under Section 16 of the Act, and Part B deals with the statistics of cases dealt with by the Commissioners for Workmen's Compensation appointed under the Act in different States.

#### PART A

##### *Statistics of Compensated Accidents and Occupational Diseases*

2.0. Under Section 16 of the Act employers are required to furnish to the State Governments annual statistics relating to the number of compensated cases and the amount paid as compensation The statistics so received by the State Governments, however, do not reflect the true position regarding industrial accidents occurring during the year because (i) they do not include a large number of minor accidents in which disability lasts for less than seven days and as such no compensation becomes payable under the Act, (ii) they exclude those cases in which though the compensation is payable, the employers evade payment; and (iii) notwithstanding the statutory obligations, a fairly high proportion of employers do not submit the returns to the State Governments For example, in Madras out of 13,640 returns issued to employers, only 5,097 were received back during the year under review.

2.1. Details regarding the number of compensated accidents and the amount of compensation paid during the period 1947—57 are given in Table I. It will be seen from the table that the number of

\*As defined in Section 3 of the Indian Railways Act, 1899

†In the case of Orissa, the information does not relate to all industry groups and is partial

compensated accidents increased during the year under review. The number of total accidents was 71,908 as against 61,610 in the preceding year. This was mainly due to the increase in the number of accidents in Factories, Mines and Buildings and Construction. The number of accidents increased from 29,446 in 1956 to 35,902 in 1957 in Factories, from 11,256 to 14,191 in Mines and from 750 to 1,547 in Buildings and Construction.

Although there was an increase in the number of accidents as compared to the year 1956, the accident rate per thousand workers decreased from 18.03 to 17.44. This decrease was mainly due to the fact that the number of workers covered during the year 1957 was very high as compared to the year 1956. The number of workers covered during the year under review was 41,23,610 as compared to 34,17,529 in the preceding year.

2.2. An analysis of the compensated accidents shows that during the year under review, 89.3 per cent of the total compensated accidents resulted in temporary disablement as compared to 93.0 per cent in 1956; 9.2 per cent accounted for permanent disablement and 1.5 per cent proved fatal. The total number of permanent disablement cases was 6,661, which was the highest number during the period 1950-57. The accident rate per thousand workers in this case was also the highest as compared to the years 1950-56. The number of accidents causing death rose from 937 in 1956 to 1,032 in 1957. But the accident rate in the case of fatal accidents was the lowest as compared to the years 1950-56.

2.3. The average compensation paid per accident increased from Rs. 84 in 1956 to Rs. 86 during the year under review. The increase was in the case of accidents causing death or temporary disablement while there was an appreciable decrease in the compensation paid for accidents causing permanent disablement. The average compensation paid per fatal accident increased from Rs. 2,178 in 1956 to Rs. 2,204 in 1957.

3.0. Information regarding the number of cases and the amount of compensation paid in different industries, the rate of accidents per thousand workers and the average compensation paid per case during the year under review is furnished in table II. The general rate of accidents per thousand workers was the highest in Mines (58.54) followed by Docks and Ports (49.44), Miscellaneous group (23.15), Railways (18.54), Factories (16.84), Tramways (16.27), and Buildings and Construction (15.14). It was the lowest in Municipalities. Similar was the position with regard to rate in the case of temporary disablement except that it was higher in the case of Tramways than in Factories. The rate of accidents causing permanent disability was the highest in Mines (14.83). Next in order were Docks and Ports (7.77), Buildings and Construction (1.22) and Factories (1.01). The death rate was the highest in Buildings and Construction (0.80) followed by Mines (0.75), C.P.W.D. (0.67), Miscellaneous Group (0.63) and Docks and Ports (0.52). The death rate was the lowest in Posts and Telegraphs (0.01).

3.1. The average amount of compensation paid per accident was the highest in Municipalities (Rs. 810), followed by Docks and Ports (Rs. 225), Buildings and Construction (Rs. 208), Posts and Telegraphs (Rs. 160), and C.P.W.D. (Rs. 130). In Plantations, the amount (Rs. 63)

paid per accident was the lowest. For fatal accidents, the maximum average amount per accident was paid in the case of Tramways and Posts and Telegraphs i.e., Rs. 3,500. The maximum amount paid in the case of similar accidents in 1956 was in Posts and Telegraphs and this was Rs. 2,629. Next in order in 1957 were Docks and Ports (Rs. 3,170), Railways (Rs. 2,532), Municipalities (Rs. 2,525), Factories (Rs. 2,347) and Miscellaneous Industries (Rs. 2,090). The lowest amount was paid in the case of C.P.W.D., viz., Rs. 700 per case.

40. The Workmen's Compensation Act, 1923 also provides for payment of compensation in case of certain occupational diseases listed in Schedule III of the Act. In Mysore State, 1 fatal and 205 permanent disablement cases occurred as a result of the occupational diseases and compensation amounting to Rs. 3,500 and Rs. 315,978 respectively was paid to claimants. In West Bengal also, there were 5 cases of occupational diseases pending at the beginning of the year and no fresh case was instituted during the year. Of the 5 pending cases 4 cases were heard and dismissed while one case remained pending at the close of the year. All of them were lead poisoning cases. In Andhra, one case of silicosis was reported which remained undisposed of.

50. The comparative accident rate per thousand workers and the average compensation paid in the main industry groups during 1956 and 1957 are given in Table III.

51. It will be seen from table III that the accident rate decreased during the year in Factories, Plantations, Docks and Ports, Posts and Telegraphs, Municipalities and Miscellaneous Industries, while it increased in Mines, Railways, Tramways, C.P.W.D., and Buildings and Construction. The increase was quite marked in the case of Mines and Buildings and Construction.

Since the industries in which the accident rate decreased account for 75.5 per cent of the total employment, the overall accident rate also decreased from 18.03 in 1956 to 17.44 in 1957. The largest increase, was recorded in the case of mines while the greater decrease was recorded in the case of Posts and Telegraphs. In mines, the accident rate increased from 46.76 in 1956 to 58.54 in 1957 while in Posts and Telegraphs it decreased from 10.96 in 1956 to 0.94 in 1957.

52. The amount of compensation paid per case decreased in Plantations, Mines, Tramways, Posts and Telegraphs, C.P.W.D., Buildings and Construction and Municipalities while it increased in the remaining industries. The industries in which the amount of compensation paid per case decreased did not influence the over-all average as these industries accounted for 26.3 per cent of the total workers only. There was appreciable increase in the rate of compensation paid per accident in the case of Docks and Ports while there was remarkable decrease in the case of C.P.W.D., Tramways, Municipalities and Buildings and Construction. Taking the over-all picture, the average amount of compensation paid per case increased from Rs. 84 in 1956 to Rs. 86 in 1957.

60. The incidence of cost of compensated accidents per worker (obtained by dividing the amount of compensation paid by the corres-

ponding figure of average daily employment) in certain important industries is shown in the statement below:—

Industry	1956	1957
1. Factories . . . . .	1 3	1 2
2. Plantations . . . . .	0 1	0 1
3. Mines . . . . .	3 9	3 9
4. Railways . . . . .	1 4	1 9
5 Docks and Ports . . . . .	7 3	11 1
6. Posts and Telegraphs . . . . .	2 2	0 2
7. Buildings and Construction . . . . .	2 2	5 3
Over all Average . . . . .	1 5	1 5

6.1. It will be seen from the above statement that there was no change in the average cost of compensated accidents per worker during the year under review. The cost was the highest in Docks and Ports (11.1), followed by Buildings and Construction (5.3), Mines (3.9) and Railways (1.9). The minimum cost per accident was 0.1 in Plantations. Docks and Ports registered a remarkable increase from 7.3 in 1956 to 11.1 in 1957. There was also an increase in the average cost of compensated accidents per worker in the case of Railways and Buildings and Construction. The former showed a small increase from 1.4 to 1.9 while the latter showed an appreciable increase from 2.2 to 5.3 during the year under review.

The cost remained stationary in the case of Plantations and Mines while it declined in the case of Factories from 1.3 in 1956 to 1.2 in 1957 and in case of Posts and Telegraphs from 2.2 to 0.2 during the same period.

7.0. Table IV shows the number of compensated accidents in the different States and the amount of compensation paid therefor during the year under review. The figures in this table do not tally with those in Table II, because of the exclusion of accidents in Railways, Posts and Telegraphs and C.P.W.D. from this table and should be studied with this limitation. The highest rate of accidents was in the Punjab (68.82). Next in order were Madhya Pradesh (51.84) and Orissa\* (38.0). The average accident rate is also reflected in the accident rate of temporary disablements as these really preponderate in the total accidents. As compared to other States, the rate of fatal accidents was the highest in Punjab (2.20) and the lowest in Assam (.04). The rate of accidents resulting in permanent disablement was the highest in West Bengal (5.09) and the lowest in Assam (.09).

7.1. The average compensation paid per accident was the highest in Andaman and Nicobar Islands (Rs. 1,578). Next in order were Delhi

\*Information is partial as the figures do not relate to all industry groups.

(Rs 479) Assam (Rs 141) Uttar Pradesh (Rs. 137), and the Punjab (Rs 118) The highest average Compensation per fatal accident was paid in Assam (Rs 5827) Next in order were Delhi (Rs. 2,850), Bombay (Rs 2791) West Bengal (Rs 2,190), Andaman and Nicobar Islands (Rs 2,100) and Bihar (Rs 1,924)

## PART B

### *Records of Proceedings Before the Commissioners for Workmen's Compensation*

80 The Commissioners for Workmen's Compensation maintain particulars of the cases coming up before them Table V shows the number of accidents of various types classified according to the wage group of persons involved Since all cases of accidents do not come up before the Commissioners the number of cases given in this table does not tally with that furnished by the employers.

81 It will be seen from table V that in about 26.8 per cent of the accidents, workers getting below Rs 50 were involved. Workers getting wages between Rs 50 and Rs 100 accounted for 58.7 per cent of the total accidents those getting between Rs 100 and Rs. 200 accounted for 7.1 per cent and those getting above Rs 200 accounted for 7.4 per cent of total accidents

During this year 1956 about 29 per cent of accidents involved workers getting less than Rs 50 p.m. as against 26.8 per cent during the year under review Similarly, the percentage of accidents involving workers getting more than Rs 100 was 10 in 1956 as against 14.5 during 1957 The percentage of accidents involving workers in middle income groups, viz. 50—100 decreased from 61 per cent in 1956 to 58.7 per cent during the year Among different wage groups, the percentage to total accidents was the highest (26.2) in the wage group Rs 80—100 followed by the wage group Rs. 70—80 (19.0) and Rs. 60—70 (8.0) Of the 9,371 cases dealt with by the Commissioners, about 56.1 per cent related to temporary disablement, 28.1 per cent to permanent disablement and the remaining 15.8 per cent to fatal The corresponding percentages for the year 1956 were 64, 21 and 15 respectively As in the previous year, women accounted for only 3 per cent of the total accidents during the year under review.

90 The percentage distribution into wage groups of cases of adult workers coming up before the Commissioners for legal proceedings during the years 1947—57 is given in Table VI There was an increase in the percentage of cases relating to workers getting monthly wages between Rs 30 and Rs. 60 from 15.0 in 1956 to 16.0 in 1957 Similarly, in the category of workers getting monthly wages of Rs. 60 and above it increased from 65.7 in 1956 to 67.7 in 1957. The percentage of cases relating to workers getting Rs 50 and above was the highest on record since 1947. The percentage for workers getting below Rs. 30 declined from 19.3 in 1956 to 16.3 in 1957.

100 Table VII shows the number of cases handled by the Commissioners for Workmen's Compensation during 1957 The cases are classified according to different sections of the Act Of the 3,675 cases relating to notices of claims disposed of under Section 10 or transferred to other Commissioners for disposal, 832 related to fatal accidents, 2,506 to permanent disablement and the remaining 337 to



temporary disablement The Commissioners also disposed of 1,115 cases under Section 8 of the Act pertaining to deposits relating to fatal accidents.

110. Under Section 8 of the Act, employers are required to deposit with the Commissioners for Workmen's Compensation for disbursement, the amount of compensation payable in cases of fatal accidents or to persons under a legal disability Information relating to such deposits is available in respect of only 4 States and is shown in Table VIII The deposits shown in the table include transfers from other Commissioners and disbursements include transfers made to other Commissioners Excepting Andhra, the disbursements were less than the deposits in these States Thus the closing balance was more than the opening balance in respect of each of them

120. Table IX shows the position as regards appeals in five States for which information is available At the beginning of the year under review, 71 appeals were pending and during the year 26 fresh appeals were received. Of these, 44 were disposed of during 1957 leaving a balance of 53 appeals pending at the end of the year under review. In Andhra 8 appeals were pending at the beginning of the year and no fresh appeal was filed during the year No appeal was disposed during the year. In Uttar Pradesh and West Bengal the number of appeals pending at the close of the year was less than that pending at the commencement of the year.

130 The Commissioners for Workmen's compensation are empowered, under Section 8(7) of the Act read with Rule 10, to invest sums deposited with them for the benefit of persons under a legal disability. The most convenient mode of investment is that of depositing money in the Post Office Savings Bank as periodical payments are required to be made to the applicants for their maintenance

In Bombay, there were 1,905 Savings Bank Accounts with a total balance of Rs 15,52,449 at the beginning of the year Three hundred and seventy-eight new Accounts were opened during the year and total amount invested was Rs 5,82,442 Of this the withdrawals made during the year amounted to Rs 4,90,873 The year ended with 1,926 Accounts with a total balance of Rs 16,44,018 Most of the payments were made to applicants to meet their maintenance expenses and in a few cases, for buying land Investments were also made in Government Securities or National Savings Certificates, the total amount so invested being Rs. 1,63,763 In Madras, there were 390 Post Office Savings Bank Accounts at the beginning of the year One hundred and sixty-one Accounts were opened and 96 were closed during the year. The total value of the securities held by the Commissioner in respect of 455 accounts which remained open at the close of the year was Rs. 5,00,878. The total value of the other 8 securities held by the Commissioner was Rs. 17,760 Of the 96 accounts closed during the year, 32 were for investment of the amounts on immovable properties. The total amount so invested was Rs 66,766 In Mysore, at the beginning of the year, there was a balance of Rs 9,111 in the Government Savings Bank Accounts at the credit of the Deputy Commissioner and Commissioner for Workmen's Compensation, Shimoga on behalf of the minors and female dependants. A sum of Rs. 681 was added to this amount as interest making a total of Rs 9,792. Of this,

a sum of Rs. 902 was paid to the dependants, leaving a balance of Rs 8 890 at the close of the year. In West Bengal, an amount of Rs. 1,58 608 was invested in Post Office Savings Bank-Accounts during the year under review

14.0 In organised establishments where trade unions are active, the workers and their dependants have been making claims for compensation in accordance with the law. In larger number of smaller factories, however, the workers are still found to be ignorant of the provisions of the law and as a result they are not able to file applications in time before the competent authority. In West Bengal, some trade unions of the Calcutta Port have been helpful to the injured workmen who, unaided, could not have otherwise filed their cases. In Bombay, the Insurance Companies representing employers in Workmen's Compensation cases, rendered co-operation in the prompt disposal of claims and especially submitting memoranda of agreement.

In Andhra, the State Government sanctioned a sum of Rs. 1,000 during 1957-58 for providing legal assistance at State cost to the injured workmen or their dependants for the conduct of cases under the Workmen's Compensation Act. The Commissioner for Workmen's Compensation was authorised to engage Counsel on behalf of the deserving applicants at State cost subject to a maximum of Rs. 50 in respect of each case. During the year under review, in four cases, legal assistance was given to the dependants to conduct such cases.

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TABLE I  
Number of Compensated Accidents and the Amount of Compensation paid during 1947-57.

Year	Average daily number of workers covered	Number of compensated accidents causing*				Amount of compensation paid†			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7	8	9	10
						Rs.	Rs.	Rs.	Rs.
1947	N.A.	1,011	3,228	49,335	53,574	11,59,087 (1,167)	12,00,974 (375)	9,37,434 (19)	33,20,495 (62)
1948	N.A.	1,032	3,850	61,894	66,776	15,80,450 (1,631)	10,15,390 (420)	10,24,228 (17)	42,20,068 (63)
1949	N.A.	1,063	3,953	55,475	60,511	18,50,568 (1,770)	20,20,420 (510)	13,20,174 (24)	52,17,162 (86)
1950	41,43,103	1,128 (0.27)	4,160 (1.0)	56,650 (13.7)	61,938 (14.9)	20,33,440 (1,803)	22,64,723 (544)	14,30,113 (25)	57,37,278 (93)
1951	38,96,086	1,087 (0.28)	4,391 (1.1)	57,655 (14.8)	63,133 (16.2)	22,07,532 (2,031)	22,93,424 (522)	13,97,207 (24)	58,98,253 (93)
1952	37,70,620	1,040 (0.28)	4,368 (1.14)	53,396 (14.2)	58,754 (15.6)	20,07,687 (1,930)	22,88,000 (531)	13,41,072 (25)	56,37,368 (96)
1953	34,70,000	1,212 (0.35)	4,547 (1.31)	55,983 (16.1)	61,742 (17.8)	23,41,131 (1,932)	23,15,417 (509)	14,81,811 (26)	61,38,389 (99)
1954	37,47,467	1,165 (0.31)	4,543 (1.21)	60,410 (16.1)	66,118 (17.6)	24,74,430 (2,124)	24,42,859 (538)	15,07,773 (25)	64,25,062 (97)
1955	39,11,987	1,142 (0.29)	4,565 (1.24)	69,486 (17.8)	75,793 (19.3)	21,58,567 (1,890)	21,90,344 (450)	16,17,983 (23)	59,67,194 (79)
1956	34,17,529	937 (0.27)	3,406 (1.00)	57,267 (16.76)	61,610 (18.03)	20,41,114 (2,178)	17,59,945 (517)	13,81,968 (24)	51,83,057 (84)
1957	41,23,610	1,032 (0.25)	6,661 (1.62)	64,215 (15.57)	71,908 (17.44)	22,75,026 (2,204)	19,78,525 (297)	19,33,195 (30)	61,86,746 (86)

\* Figures in brackets show rate per 1,000 workers covered.

† Figures in brackets show average compensation on paid per case.

N.A. Not available.

**TABLE II**  
**Number of compensated cases and Amount of compensation paid during 1957 in main industry groups**

Industry	Average number of workers employed per day in establishments sub- mitting returns	Number of cases for which compensation was paid*			Amount of compensation paid†			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement
1. Factories	21,31,408	324 (0 75)	2,151 (1 01)	33,427 (15 68)	35,902 (16 84)	Rs. 7,60,358 (2,347)	Rs. 9,47,223 (440)	Rs. 8,58,682 (26)
2. Plantations	5,24,352	24	42	792	858	21,417	16,401	15,760
3. Mines	2,42,384	182 (0 75)	3,595 (14 83)	10,414 (42 96)	14,191 (38 54)	(802)	(302)	(20)
4. Railways	6,45,759	232 (0 36)	283 (0 44)	11,457 (17 74)	11,977 (18 54)	3,29,631 (1 811)	3,76,464 (106)	2,45,945 (34)
5. Docks & Ports	32,442	17 (0 52)	252 (7 77)	1,355 (41 15)	1,604 (49 44)	53,807 (3,170)	1,78,469 (708)	3,78,617 (96)
6. Tramways	10,059	1	2	317	320	3,500	613	19,711
7. Posts & Telegraphs	1,33,722	1 (0 05)	19 (0 10)	106 (16 12)	126 (16 27)	(3,500)	(457)	(62)
8. C.P.W.D.	1,491	1 (0 01)	—	5 (0 79)	6 (0 94)	3,500 (3,500)	12,941 (681)	3,757 (35)
9. Buildings & Construction	1,02,113	82 (0 67)	125 (3 35)	1,340 (3 35)	1,547 (4 02)	1,48,167 (700)	78,810 (30)	95,276 (10)
10. Municipalities	61,507	4 (0 80)	3 (1 22)	11 (13 12)	18 (15 13)	(1,806)	(630)	(71)
11. Miscellaneous	2,29,083	145 (0 67)	148 (0 05)	5,011 (0 18)	5,304 (0 30)	10,100 (2,525)	4,121 (1,374)	351 (32)
		633 (0 63)	655 (0 65)	21,877 (21 87)	23,155 (23 15)	3,92,994 (2,090)	96,819 (654)	1,76,420 (35)
Total	41,23,610	1,032 (0 25)	6,661 (1 62)	64,215 (15 57)	71,908 (17 44)	22,75,626 (2,304)	10,78,625 (297)	19,33,195 (30)
								Rs. 25,76,263 (72)
								53,038 (63)
								9,55,040 (97)
								11,09,350 (106)
								3,00,084 (225)
								24,124 (75)
								20,103 (100)
								778 (130)
								3,22,173 (208)
								14,572 (810)
								5,76,233 (109)
								61,86,746 (80)

\* Figures in brackets show rate per 1,000 workers covered.

† Classification of 55 cases (19 for Death and 36 for Permanent disablement) not known.

‡ Classification of Rs. 83,393 (Rs. 53,500 for Death and Rs. 29,893 for Permanent disablement) not known.

§ Figures in brackets show average compensation paid per case.

TABLE III

*Comparative accident rate per thousand workers and the average compensation paid in the main industry groups 1956-57*

Industry	1956		1957	
	Accident rate per thousand	Average Compensation paid per Case	Accident rate per thousand	Average Compensation paid per Case
		Rs.		Rs.
1. Factories . . .	20 52	65	16 84	72
2. Plantation . . .	1 87	70	1 64	63
3. Mines . . .	46 76	84	58 54	67
4. Railways . . .	15 50	88	18 54	100
5. Docks & Ports . . .	72 19	101	40 44	223
6. Tramways . . .	14 04	378	16 27	75
7. Posts & Telegraphs . . .	10 96	200	0 94	160
8. C.P.W.D. . . .	0 59	788	4 02	130
9. Buildings & Construction	4 85	451	15 14	208
10. Municipalities . . .	0 32	1,193	0 30	810
11. Miscellaneous . . .	24 18	108	23 15	109
Total . . .	18 03	84	17 44	86

TABLE IV  
Number of Compensated Accidents and the Amount Paid in 1957 by States

State	Average number of workers employed per day	Number of accidents for which compensation was paid*				Amount of compensation paid†			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary Disablement	Total
1	2	3	4	5	0	7	8	0	10
Andhra . . . .	1,61,311	35 (0.22)	63 (0.39)	2,112 (13.09)	2,210 (13.70)	Rs. 37,810 (1,080)	Rs. 20,422 (3.24)	Rs 20,423 (14)	Rs. 87,655 (40)
Assam . . . .	7,05,037	20 (0.04)	64 (0.09)	1,388 (1.97)	1,478 (2.10)	1,51,490 (5,827)	33,458 (5.23)	23,301 (17)	2,08,209 (141)
Bihar . . . .	3,29,249	104 (0.06)	313 (0.09)	9,058 (18.40)	6,535 (19.91)	3,15,513 (1,924)	1,74,820 (509)	2,44,773 (40)	7,33,106 (112)
Bombay . . . .	7,35,212	132 (0.18)	753 (1.02)	12,235 (16.72)	13,180 (17.92)	3,08,417 (2,791)	3,80,367 (903)	4,68,139 (38)	12,16,923 (92)
Kerala . . . .	33,221	6 (0.18)	9 (0.27)	640 (16.25)	553 (16.70)	8,100 (1,390)	2,751 (306)	8,058 (15)	18,909 (34)
Madhya Pradesh . . . .	23,149	2 (0.09)	21 (0.91)	1,177 (50.84)	1,200 (51.84)	2,450 (1,225)	10,327 (492)	21,133 (18)	33,910 (28)

Madras	4,28,044	66 (0.15)	280 (0.65)	8,050 (18.77)	8,306 (19.57)	69,685 (1,495)	1,01,563 (577)	1,13,444 (14)	3,73,692 (45)
Mysore†	3,220	50 (—)	138 (—)	3,698 (—)	4,086 (—)	66,340 (1,327)	89,608 (650)	1,12,843 (29)	2,69,881 (66)
Orissa‡	18†	—	—	7 (38.0)	7 (38.0)	—	—	162 (23)	162 (23)
Punjab	37,768	83 (9.20)	132 (3.50)	2,384 (63.12)	2,599 (68.82)	1,43,329 (1,727)	51,784 (392)	1,10,446 (46)	3,05,559 (118)
Uttar Pradesh†	36,076	94 (—)	292 (—)	2,120 (—)	2,506 (—)	1,72,101 (1,831)	1,12,362 (955)	57,618 (27)	3,42,081 (137)
West Bengal	8,34,541	114 (0.14)	4,552 (5.09)	2,486 (14.96)	16,852 (50.19)	2,49,669 (2,100)	6,64,507 (156)	3,58,810 (29)	12,72,986 (78)
Delhi‡	7,889	20 (—)	37 (—)	130 (—)	187 (—)	57,000 (2,850)	30,114 (814)	2,509 (10)	89,673 (479)
Andaman & Nicobar Islands.	7,203	6 (0.83)	7	2 (0.28)	8 (1.11)	12,000 (2,100)	—	24 (12)	12,624 (1,578)
Total	33,42,648	798 (0.19)¶	6,354 (1.79)¶	52,647 (14.11)¶	59,799 (16.09)¶	16,83,504 (2,110)	17,32,173 (273)	15,50,743 (29)	49,66,420 (83)

\* Figures in brackets show rate per 1,000 workers covered.

† Figures in brackets show average compensation paid per case.

‡ Employment figures relate to limited number of establishments and whereas the other information relate to whole of the State.

§ The information does not relate to all industry groups and is partial.

¶ Relate to such States as have furnished full information on employment.

TABLE V  
Number of Compensated Accidents in 1957 in the three Categories  
classified into various wage groups

Monthly wages of workmen injured	Number of Compensated Accidents resulting in										Grand Total			
	Temporary disablement				Permanent disablement				Death			Total		
	Men		Women	Men		Women	Men	Women						
	2	3		4	5				6	7			8	9
1	2	3			4	5			6	7				
Less than Rs. 10	23	7			21	1			9	1		33	9	62
Rs. 10-15	443	5			12	..			4	-		465	5	470
Rs. 15-18	31	13			3	5			5	-		30	18	57
Rs. 18-21	120	9			7	4			22	4		140	17	166
Rs. 21-24	462	16			6	6			15	3		483	25	508
Rs. 24-27	103	6			10	5			29	1		143	12	154
Rs. 27-30	36	11			25	7			29	3		90	21	111
Rs. 30-35	38	16			37	12			47	5		120	33	153
Rs. 35-40	126	23			72	10			84	4		283	37	319
Rs. 40-45	36	6			77	9			103	3		216	18	234
Rs. 45-50	42	10			130	10			90	-		262	20	282
Rs. 50-60	92	4			233	7			171	8		496	19	515
Rs. 60-70	176	21			393	5			155	-		724	26	750
Rs. 70-80	1,299	9			283	3			182	1		1,764	13	1,777
Rs. 80-100	1,486	7			741	10			207	6		2,434	23	2,457
Rs. 100-200	30	3			403	2			222	1		660	6	666
Rs. 200-300	516	1			70	-			51	-		667	1	668
Rs. 300 and above	-	-			3	-			13	1		16	1	17
Not Known	-	-			2	-			3	-		5	-	5
Total	5,093	167			2,533	96			1,441	41		9,067	361	9,371



TABLE VI

Statement showing the percentage distribution into wage groups of cases of adult workers coming before the Commissioners for legal proceedings for the year 1947-57

[illegible]

TABLE VII

Statement showing the number of cases handled by Commissioners for Workmen's Compensation during 1957

Items	No. of cases filed during the year including those received from other Commissioners for disposal	Total No. of cases of disposed of during the year including those transferred to other Commissioners for disposal	No. of cases pending at the end of the year
(a) Award of Compensation under section 10	3,831	3,673	3,764
(b) Commutation under section 7 . . .	Nil	Nil	Nil
(c) Deposits under section 8 . . .	2,805	2,795	1,056

TABLE VIII

Deposits and Disbursements under Section 8 during 1957

State	Deposits and Disbursements under Section 8			
	Opening Balance	Deposits	Disbursements	Closing Balance
	Rs.	Rs.	Rs.	Rs.
Andhra . . . . .	1,02,816	1,65,080	2,10,080	1,57,816
Bombay . . . . .	4,58,906	12,37,168	10,02,000	6,94,074
Madras . . . . .	1,67,706	4,00,732	3,35,104	2,33,334
West Bengal . . . . .	7,94,222	1,58,608	1,58,450	7,94,380

TABLE IX

Disposal of appeals in different States in 1957

States	Pending at the beginning of the year	Filed during the year	Disposed of during the year	Pending at the end of the year
Andhra . . . . .	8	—	—	8
Bombay . . . . .	5	9	8	6
Madras . . . . .	5	N.K.	3	N.K.
U.P. . . . .	29	6	13	22
West Bengal . . . . .	29	11	23	17
	71	26	47	53

# ANNUAL REPORT ON THE WORKING OF THE INDUSTRIAL RELATIONS MACHINERY (CENTRAL) FOR THE YEAR 1956-57\*

## STRUCTURE AND FUNCTIONS

The Central Industrial Relations Machinery was set up in 1945 primarily with the object of promoting industrial harmony in the Central Sphere undertakings. The machinery at the close of the year under review consisted of the Chief Labour Commissioner, one Deputy Chief Labour Commissioner†, one Welfare Adviser‡ and three Assistant Labour Commissioners§ at the headquarters. The field staff consisted of six Regional Labour Commissioners, 20 Conciliation Officers,|| 74 Labour Inspector|| and 11 Junior Labour Inspectors¶. The jurisdiction of the machinery extended to the entire Indian union including Jammu and Kashmir. In Jammu and Kashmir, the jurisdiction is, however, limited to workmen employed under the Government of India. For administrative purposes the country has been divided into six regions with headquarters at Bombay, Calcutta, Dhanbad, Nagpur, Kanpur and Madras.

Important among the functions of the Industrial Relations Machinery are: (i) administration of certain labour acts, (ii) maintenance and promotion of good industrial relations in industries and undertakings falling within the Central Sphere, (iii) enforcement of Fair Wage Clause and contractors Labour Regulations in the case of workers employed by the CPWD contractors, and (iv) verification of membership figures of unions affiliated to the four Central Organisations of Workers. As regards the administration of labour acts, the Central Industrial Relations Machinery is only responsible for the administration of these Central Acts for which there is no separate machinery and that to the extent it is a Central responsibility. The Acts so administered are: (a) the Industrial Disputes Act, 1947; (b) the Industrial Employment (Standing Orders) Act, 1946, (c) Payment of Wages Act, 1936 in Railways (other than factories) and mines; (d) Chapter VI-A of the Indian Railways Act, (e) Minimum Wages Act, 1948 in respect of scheduled employments falling within the Central Sphere; (f) Employment of Children Act, 1938; and (g) Coal Mines Provident Fund and Bonus Schemes Act, 1948 in so far as coal mines bonus schemes are concerned.

## ACTIVITIES

As in the past, the greater part of the activities of the Industrial Relations Machinery relates to the maintenance and promotion of industrial peace. Some of the important items of work in this connection are mentioned below:

1. *Works Committee, etc.*—The total number of Central Sphere undertakings required to constitute Works Committees (under Section 3 of the Industrial Disputes Act, 1947) was 1,080 at the end of

\*For a summary of the report for the year 1955-56 see *Indian Labour Gazette*, November 1957 issue vide pp. 467-469.

†Created during the year under review.

‡Post remained unfilled during the year.

§One of these posts came into existence during the year under review.

||The number of conciliation officers was increased from 16 to 20, and that of Labour Inspectors from 58 to 74 during the year under review.

¶Two posts were kept in abeyance during the year.

March 1957 Such Committees were, however, functioning only in about 60 per cent of the undertakings. The topics discussed in the Works Committees were many and varied like retrenchment, medical facilities, provision of rest rooms, supply of drinking water, arrangement for transport, ambulance facilities and grant of loans from welfare funds. Unit production committees, set up on voluntary basis, continued to function in 86 undertakings.\* The object of these committees is to avoid waste and to ensure maximum productivity by efficient utilisation of man-power, material and machinery.

2. *Strikes, Lockouts, etc*—The number of strikes, lock-outs, man-days lost, etc., during the years 1954-55, 1955-56 and 1956-57 are given below —

Year	Strikes and Lock-outs		Number of threatened strikes
	No. of strikes, etc.	Man-days Lost (in lakhs)	
1954-55 . . . . .	278	4.02	212
1955-56 . . . . .	724	34.09	172
1956-57 . . . . .	347	20.15	102

The number of strikes and lock-outs and the man-days lost, it will be observed, were much less in 1956-57, when compared with 1955-56. The improvement is mainly due to (i) settled conditions in banking industry; and (ii) improved industrial relations in the mines. Of the 347 strikes, etc., 102 were settled by the intervention of the Industrial Relations Machinery. The duration of a fairly large proportion of the strikes and lock-outs, i.e., 273 out of 352 (including strikes pending at the commencement of the year) was less than a week and most of them were reported after the workers had returned to work. From the point of view of man-days lost mines alone accounted for 14.2 lakh days out of the total of 20.15 lakh days. Two other important sectors from this point of view are the railways and defence establishments, which accounted for 2.3 lakhs and 2.4 lakhs of man-days lost respectively.

3. *Industrial Disputes (other than strikes and lock-outs), etc*—The total number of industrial disputes other than strikes and lock-outs (mentioned in para 2 above), reported during 1956-57 was 2,341 apart from 602 brought forward from the previous year. The officers of Industrial Relations Machinery intervened in 2,723 disputes and 1,671 of these disputes i.e., about 60 per cent were settled. 472 disputes were pending at the end of March 1957. Conciliation proceedings and joint meetings held during the year 1956-57 numbered 2,273, as against 2,529 in 1955-56 and 2,168 in 1954-55. The number of cases in which settlements were effected was 1,480, 1,573 and 1,496 respectively. Of 1,480 settlements arrived at in 1956-57, 1,031 were implemented fully and 34 partially. The remaining 415 were pending implementation at the end of March 1957.

\*In some cases Works Committees themselves functioned as production committees also.

4 *Implementation of Awards, etc.*—Of 158 awards received during the year 61 were implemented fully and 16 partly. Nineteen awards (including those brought forward from previous years) were pending implementation at the close of the year. In 63 cases of awards given under Section 33A of the Industrial Disputes Act, no action was required to be taken by the Industrial Relations Machinery to secure implementation. The Industrial Relations Machinery made in all 316 applications for recovery of arrears, resulting from non-implementation of two awards of the Labour Appellate Tribunal. The claims of 313 of these amounted to Rs. 1,05,408 and the verified amount came to Rs. 1,02,604. The realisation of the latter was pending with the revenue authorities at the end of the year. Important among the awards for the implementation of which the Machinery made considerable efforts were (i) the Bindra Award relating to 245 manganese mines (ii) Shastry award (modified) relating to banks, and (iii) the award of the All-India Industrial Tribunal relating to colliery disputes.

5. *Enforcement of Labour Laws*—The number of inspections made, irregularities detected, etc., under different labour laws, for which the Industrial Relations Machinery is the appropriate authority are given in the table below.

*Number of Inspections, etc., made by the Industrial Relations Machinery during 1956-57*

Name of the Act, Regulation, etc.	Number of units inspected	Number of irregularities detected	Number of irregularities rectified during the year
Payment of Wages Act— in Railways	6,368*	19,682	10,795
in Mines . . . . .	4,781†	18,023	16,762
Minimum Wages Act . . . . .	1,826‡	19,551	§
Employment of Children Act . . . . .	4,933	833	§
Hours of Employment Regulations . . . . .	5,796	13,028	100%¶
Coal Mines Bonus Scheme . . . . .	3,379	29,456	75%**
Enforcement of Fair Wage Clause and C P W D Contractors' Labour Regulations	1,465	4,194	2,268

\* no. of inspections in 1956-57.

† no. of inspections in 1956.

‡ no. of inspections in 1956.

§ Not available

¶ 47% in three months, 32% in three to six months, 15% in six to 12 months and the remaining 6% after 12 months

\*\* approximate figure.

|| out of about 2,888 contractors' establishments.

Under the Industrial Employment (Standing Orders) Act, 1946, 83 drafts Standing Orders were received by the Certifying Officers and 33 were certified during the year. The number of establishments which had their standing orders certified at the close of the calendar year 1956, was 1,015.

6 *Other Activities*—Some of the more important amongst the other activities of the Industrial Relations Machinery were in the sphere of (i) lay-off and retrenchment; (ii) welfare; and (iii) verification of membership of the Central Organisations of Labour. As regards lay-off and retrenchment the number of workers laid-off and retrenched in the Central Sphere Undertakings during the year were 2,533 and 3,039 respectively. The amount of compensation paid was Rs 54,861 and Rs 14,74,835 respectively. The activities in the sphere of welfare consisted of (a) preparation and circulation of a leaflet containing "Guidance Points", based on the reports of Labour Officers, (b) tendering advice to managements of undertakings regarding non-statutory welfare measures; and (c) supervision of 'welfare funds'. As regards verification of trade union membership, the Industrial Relations Machinery verified the membership of unions affiliated to all the four Central Organisations of Labour as on 31st March 1956.

### THE COAL MINES BONUS SCHEMES—SUMMARY OF THE ANNUAL REPORT FOR THE YEAR 1957-58\*

1 *Scope*—The Coal Mines Bonus Scheme, 1948 was introduced mainly with the object of building up an efficient, contented and stable labour force in the collieries. It provides for payment of lump sum amount as bonus to workers every quarter provided they fulfil certain conditions relating to attendance and strikes. During 1957-58, the Bonus Schemes were in operation in the States of Andhra Pradesh (erstwhile Hyderabad), Assam, Bihar, Madhya Pradesh, Orissa, Rajasthan and West Bengal. The schemes framed under the Coal Mines Provident Fund and Bonus Scheme Act, 1948 are applicable to those employees in coal mines whose basic earnings do not exceed Rs 300 pm. At the end of the year under review, the schemes were applicable to 806 coal mines in various States in India covering a labour force of 4,34,005 approximately.

2. *Administration*—The Bonus schemes are enforced both by the Central Industrial Relations Machinery and the Coal Mines Provident Fund Inspectorate and bulk of the work relating to enforcement of the provisions of the schemes is done by the Labour Inspectors, Junior Labour Inspectors and Coal Mines Provident Fund Inspectors. During the year under review, 3,283 inspections were carried out and 13,243 irregularities were detected. The corresponding figures for the preceding year were 3,379 and 25,982. The sizeable reduction in the number of irregularities during the year under review was mainly due to the effective steps taken by the inspection machinery for the proper enforcement of the schemes. Most of the irregularities related to non-payment and delayed payment of bonuses. Of the 13,243 irregularities, 9,914 were rectified during the year under review. This figure does not include 2,661 irregularities rectified during the year out of 3,757 irregularities carried over from the previous year. The

\*For a summary of the Annual Report for the year 1956-57, see the *Indian Labour Gazette*, November 1958 issue, pp. 376-77.

number of irregularities pending rectification at the end of the year was 4,176 including 896 of the previous year

Although it is obligatory for the employers to submit returns in prescribed forms within a period of one month from the last date by which the bonus is required to be paid, the response, particularly from small collieries was not satisfactory. Out of 806 collieries in which the schemes were in force, returns were received, on an average, from 627 collieries or 77.8 per cent as against 56 per cent in the previous year. The average number of workers employed in collieries submitting returns was 4,34,005. Of this number 2,50,751 or 69.6 per cent, qualified for bonus as against 63.4 per cent in the previous year. The quarterly average amount of bonus disbursed was approximately Rs. 63 lakhs. The improvement in the number of workers earning bonus was mainly due to better attendances and less illegal strikes on their part.

3. **Enforcement**—Efforts are made to get the irregularities rectified by persuasion and recourse to legal action is taken only where persuasion fails. During the year under review, 375 show cause notices (exclusive of 65 pending at the beginning of the year) were served on the employers. Prosecutions were launched only in 47 cases (excluding 7 pending from the previous year). Of the 54 cases, 10 were decided during the year resulting in conviction in nine cases and acquittal in one case. The remaining 44 cases remained pending at the end of the year under review.

On the whole the schemes have been increasingly successful in reducing the incidence of absenteeism as well as illegal strikes. They have also inculcated a sense of discipline and job-consciousness among workers.

#### COLLECTION OF EMPLOYMENT MARKET INFORMATION— FIRST BASIC REPORT ON KANPUR EMPLOYMENT MARKET FOR THE PERIOD JANUARY—MARCH 1958

In pursuance of the work of the Training and Employment Services Organisation Committee appointed in 1952 a pilot scheme for collection of Employment Market Information was inaugurated in Delhi towards the end of 1955. Thereafter the Government of India decided to introduce the scheme throughout the country. In pursuance of this decision, the scheme was introduced in Kanpur (UP) in March 1958. An appraisal of the position of supply and demand for workers, occupational pattern, shortages, employment and unemployment trends and other factors for the first quarter of 1958 has been given in the report which describes briefly (i) characteristics of the Kanpur Employment Market, (ii) trends of employment and unemployment in the area during the quarter ended March, 1958, (iii) the industrial and occupational analysis of persons seeking work; (iv) an analysis of the demand for workers, and (v) the relationship between the supply of and demand for workers in the Kanpur Employment Market. It also deals with the occupational distribution of the employees as on 31st March 1958. For purposes of this study, the Kanpur Employment Market has been taken to cover the

revenue district of Kanpur \* It covers all establishments in the public sector, including Central/State/Quasi-Government establishments and local bodies and those in the private sector which employ 5 or more persons However 208 establishments which employed less than 5 persons each were also included The study was confined to non-agricultural sector only The employment data etc., were collected from 1,106 establishments in the private sector and 154 establishments in the public sector The former employed 76,980 workers and the latter, 55,515 at the end of March 1958

2 The salient features of the report are reproduced below:

(i) *Level of employment*—Employment declined by 1.6 per cent. in the private sector, but increased by 0.8 per cent. in the public sector during the quarter ended March 1958.

(ii) *Occupational pattern of employees*—More than half the employees in the private sector were craftsmen and one-third were unskilled The clerical and sales workers were only 7.2 per cent. In the public sector two-fifths of the employees were unskilled workers, 15 per cent were clerical and sales workers and only 12 per cent. were professional/technical The proportion of craftsmen in the private sector was three and half times greater than in the public sector.

(iii) *Trend of unemployment*—The number of persons seeking jobs at the Employment Exchange, Kanpur decreased from 16,497 at the end of December 1957 to 15,900 at the end of March 1958

Analysis of the 15,900 unemployed persons registered at the end of March 1958 in the Employment Exchange, Kanpur revealed that 45.3 per cent. were seeking unskilled work, 26.7 per cent. clerical, 21.8 per cent skilled and 6.2 per cent professional, administrative or executive jobs.

(iv) *Demand for personnel*—79.2 per cent of the vacancies notified to Employment Exchange, Kanpur during the quarter were for craftsmen, 1.5 per cent for other skilled workers, 10.5 per cent for unskilled, 5.3 per cent for clerical workers and 3.5 per cent. for professional, technical, administrative and executive jobs.

(v) *Prospects*—Prospects were bright for engineering and technical personnel, specially for mechanical/electrical engineers Job opportunities for physicians, surgeons, nurses, accountants and auditors were also good.

(vi) *Educated unemployed*—The situation was depressing. Out of every 21 persons seeking work, not more than one was likely to get it.

#### WORKING OF THE BOMBAY LABOUR WELFARE BOARD DURING 1957-58

The Government of Bombay passed in 1953 the Bombay Labour Welfare Fund Act which *inter alia* provides for the constitution of a Fund for financing and promoting labour welfare activities in the State. The Fund consists of fines realized from employees, unpaid accumulations with employers, voluntary donations, labour welfare funds of establishments transferred to the Fund, etc. It is to be utilised to meet expenditure on such measures as (a) community and

\*The study was confined to non-agricultural sector only.



social education centres including reading rooms, (b) community necessities; (c) games and sports; (d) excursions, tours and holiday homes; (e) entertainment and other forms of recreation; (f) home industries and subsidiary occupations for women and unemployed persons; (g) corporate activities of a social nature; (h) cost of administering the Act; and (i) such other objects as would improve the standard of living and ameliorate the social conditions of labour. In pursuance of the powers conferred by the Act, the Government of Bombay constituted a Bombay Labour Welfare Board to administer the Fund.

2. *Finances*—The total receipts of the Fund during the year under review excluding loans was Rs. 5,99,207. Of this, Rs. 5,26,598 was from 'fines' and Rs. 38,387 from unpaid accumulations. The latter source of income would not now be available to the Board, as the Supreme Court by a decision during the year under review declared the provisions of the Bombay Labour Welfare Fund Act 1953 relating to the payment of accumulations of unpaid wages *ultra vires* of the constitution. The receipts from other sources included Rs. 18,143 from workers' contributions, Rs. 4,307 under the remunerative employment schemes, Rs. 1,098 from donations and Rs. 10,672 from miscellaneous sources. During the year under report, the Board incurred a total expenditure of Rs. 6,99,654 as against Rs. 7,09,695 in 1956-57. The decrease over the preceding year was due to lesser expenditure on activities and programmes despite increasing participation and could be attributed to the efforts, particularly of the field staff. There was an increase in the expenditure during the year 1957-58 on pay and allowances, when compared with the previous year. This was mainly due to (a) increased dearness allowance given to the lower-paid staff, and (b) starting of a new centre at Ahmedabad.

3. *Welfare Activities*—As regards activities, the total attendances excluding the circulating libraries at the welfare centres rose from 176 lakhs in 1956-57 to 205 lakhs in the year under review. At the circulating library posts and reading rooms outside centres, the attendances during the year came to 176 lakhs.

Sports and other competitions were attended with much greater enthusiasm and there was greater participation in them during the year under review than in the past two years. The total attendances at the outdoor and indoor games and other events during the year was about 88,00,000 as against 72,00,000 in 1956-57 and 82,00,000 in 1955-56. Important among the other recreational activities were dramatic performances, film-shows, organisation of music concerts, variety entertainment programmes, etc. As regards the workers' education in the centres there was a very noticeable fall in the attendance because of the absence of any particular scheme of or plan of education. As against a total attendance of 3,39,000 in 1955-56 and 2,56,000 in 1956-57, attendance in 1957-58 was only 1,34,459. The scheme of scholarship to students from working class families on the condition that each scholar gives at least two hours of his or her time each day for the organisation of activities in which workers are interested was continued during 1957-58. The number of scholarships was raised from 12 to 24, 14 for boys and 10 for girls. The annual value of each scholarship is Rs. 100 payable in 10 equal instalments.

In addition the Board deputed six more members of the staff of the welfare centres for the short-term course in the Urban Community Recreation and other social work at the Tata Institute of Social Sciences

The total number of persons who made use of medical aid facilities provided at the centres during 1957-58 was 29,662 as against 21,938 during the preceding year. This is apart from the first aid and home nursing facilities which were made available to 48,393 persons during the year under review as against 27,947 during 1956-57. An important event was that the help given by the participants of the Ashokpura centre in Ahmedabad to the municipal authorities and local doctors in combating the influenza epidemic. Another important activity of the Fund was organisation of excursions. In all, 287 excursions were organised by members of different welfare centres as against 237 during 1956-57. The participants numbered 8,657 and expenditure on these excursions came to Rs. 6,777. In March 1956, the Board started its first Holiday Home for workers at Ambolighat.

The special activities for women and girls included sewing, handicrafts subsidiary occupation and cooking. The total attendance in these activities was sewing classes in the centres 8,69,287; handicrafts 74,837, subsidiary occupations 48,500, cooking classes 34,498. The earnings of workers in the sewing classes at the centres came to Rs 63,337 and from subsidiary occupations Rs 13,082 during the year.

The Board continued to cater to the needs of children. Sanction was accorded to the construction of additional creche and nursery school premises at Bombay, Ahmedabad and Sholapur at a total cost of about Rs 1,36,000. The total attendance of children at different centres in 1957-58 was 61,28,005 as against 49,64,214 in the preceding year. The attendance in the different activities during the year under review was—nursery schools 4,15,715; playgrounds 5,09,221; children's libraries 13,65,407, creches 11,640. The activities in the field of scouting and guiding continued to be satisfactory during the year under review. There were 500 scouts, 140 scouters, 70 guides and 6 guiders. The total attendance in the scouting and guiding programmes was 72,968.

## Labour Laws and Decision

### LAWS

#### ANDHRA PRADESH INDUSTRIAL DISPUTES RULES, 1958

The Government of Andhra Pradesh have finalised the above Rules under the Industrial Disputes Act, 1947. A summary of these rules has already been published in July, 1958 issue of the *Indian Labour Gazette*.

[Notification No G O Ms No 2883, Home (Labour-IV) dated the 16th December, 1958—Andhra Pradesh Gazette of January 29, 1959]

## BOMBAY INDUSTRIAL EMPLOYMENT (STANDING ORDERS) RULES, 1959

In exercise of the powers conferred by Section 15 of the Industrial Employment (Standing Orders) Act, 1946, the Government of Bombay have made the above Rules which came into force from the 15th January, 1959. These Rules repeal the Industrial Employment (Standing Orders) Central Rules, 1946 as in force in the Kutch area of the state of Bombay, the Central Provinces and Berar Industrial Employment (Standing Orders) Rules, 1947 as in force in the Vidharbha region of Bombay State, the Bombay Industrial Employment (Standing Orders) Rules, 1948 as in force in the pre-Reorganised State of Bombay—excluding the transferred territories, the Saurashtra industrial Employment (Standing Orders) Rules, 1949 and the Hyderabad Industrial Employment (Standing Orders) Rules, 1953 as in force in the Hyderabad area of the State of Bombay. However any order made or action taken under the repealed Rules shall be deemed to have been made or taken under the corresponding provisions of the present Rules. The Rules lay down the procedure for submission, modification and certification of Standing Orders and maintenance of different kinds of records. Model Standing Orders envisaged in Section 3 of the Act have been set out in Schedule I appended to the Rules.

[Notification No. INT. 3058-1, dated the 6th January, 1959—  
Bombay Government Gazette of January 15, 1959]

## MADHYA PRADESH EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT-SERVICES SYSTEM) RULES, 1959

The Government of Madhya Pradesh have promulgated the above Rules with immediate effect. A brief summary of the main provisions of these Rules has been published in the February, 1959 issue of the Indian Labour Gazette.

[Notification No. 469-13775-XVI dated the 23rd January 1959  
—Madhya Pradesh Gazette of January 24, 1959]

## MINIMUM WAGES (MADHYA PRADESH) RULES, 1958

In exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948, the Government of Madhya Pradesh have framed the above Rules, which came into force with effect from the 23rd January, 1959. These Rules repeal the Vindhya Pradesh Minimum Wages Rules, 1950, the Madhya Pradesh Minimum Wages Rules, 1951; the Minimum Wages (Madhya Bharat State) Rules, 1951 and the Rajasthan Government Minimum Wages Rules, 1951 as in force in Sironj region. However, any order made or action taken under the Rules so repealed shall be deemed to have been made or taken under the corresponding provisions of the new Rules. The rules deal with the terms of office of the members of the Advisory Board and Committee; meetings of such Board and Committee, summoning of witnesses by the Board or Committee and production of documents, computation of the cash value of wages paid in kind; payment of wages, hours of work and holidays; claims under the Act, etc.

[Notification No. 303/XVI dated the 29th December, 1958—  
Madhya Pradesh Gazette of January 23, 1959]

**DRAFT RAJASTHAN MINIMUM WAGES RULES, 1959**

In exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948 the Government of Rajasthan propose to make the above Rules which have been published in the State Gazette for eliciting public opinion. They shall repeal the Rajasthan Government Minimum Wages Rules, 1951; the State of Ajmer Minimum Wages Rules, 1950 and all other rules corresponding to these rules in force in any part of the State. The main items with which the Rules deal are similar to those contained in the Madhya Pradesh Rules (mentioned above)

[Notification No F3(24)/Lab./58 dated the 7th January, 1959—Rajasthan Gazette of February 5, 1959]

**RAJASTHAN EMPLOYMENT OF CHILDREN RULES, 1959**

The Government of Rajasthan have finalised the above Rules. Salient features of the rules have already been published in February, 1958 issue of the *Indian Labour Gazette*.

[Notification No F1(27)/Lab/57 dated the 7th January, 1959—Rajasthan Gazette of January 22, 1959.]

**DRAFT U.P. INDUSTRIAL HOUSING RULES, 1959**

In exercise of the powers conferred by Section 28 of the U.P. Industrial Housing Act, 1955, the Government of Uttar Pradesh propose to make the above Rules and have published them in the State Gazette for eliciting public opinion. The draft Rules deal *inter alia*, with duties and powers of the secretary of the Advisory Committee, term of office of members of the Committee; allotment and procedure of allotment of houses; payment of rent and other dues and the mode of payment, assessment of damages for unauthorised occupation and procedure of appeal to the State Government.

[Notification No U-78(LL)XXXVI-B-374-H-55 dated the 31st January, 1959—Uttar Pradesh Gazette of February 7, 1959.]

**MYSORE SHOPS AND COMMERCIAL ESTABLISHMENTS BILL, 1958**

The above Bill has been published in the State Gazette for general information. The aim of the Bill is to consolidate and amend the law relating to the regulation of conditions of work and employment in shops and commercial establishments in the State of Mysore replacing thereby the separate enactments now in force in the several areas of the reorganised State. It will on or from the date of the commencement of the Act also repeal the Weekly Holidays Act, 1942. Main provisions of the Bill relate to registration of establishments; hours of work, annual leave with wages; payment of wages, compensation and maternity benefit; employment of children and women; enforcement and inspections, penalties, etc

[Notification No. 2653-L.C., dated the 7th February, 1959—The Mysore Gazette of February 12, 1959]

## DECISIONS

## AN EMPLOYEE IS ENTITLED TO HIS WEEKLY OFF WAGES ONLY IF HE WORKS CONTINUOUSLY FOR SIX DAYS WITHIN A WEEK—DECISION BY THE COURT OF AUTHORITY UNDER THE PAYMENT OF WAGES ACT, BOMBAY

A dispute arose between the Super Tailors, Bombay and their employees on the question of payment of wages for the weekly offs due to different interpretation of the proviso to sub-section (3) of Section 18 of the Payment of Wages Act. On behalf of the workers it was argued that an employee who had put in six days of continuous employment in the beginning would be entitled to his wages for the weekly off days during the whole of his service irrespective of his working for six days in a particular week. The representative of the firm argued that for weekly off wages an employee should continuously work for six days within a week and that only then he would be entitled to his weekly off wages in that week.

The Court held that an employee is entitled to get the wages for the close day only if he has worked for six days without a break before that close day. This decision of the Authority followed the judgment of the Bombay High Court under the Bombay Shops Establishments Act, 1939.

## LABOUR INTELLIGENCE

## INDIAN

## MONTHLY LABOUR NEWS—JANUARY, 1959

## EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows —

- (i) Compared to the previous month registrations at the Employment Exchanges recorded a decline by 25,037, i.e., by 11.8 per cent. At the end of the month, the number of applicants on the Live Register was 11,95,926 as against 11,83,299 at the end of the previous month, thus registering an increase of 12,627, i.e., by 1.1 per cent.
- (ii) The total number of vacancies notified to the Exchanges recorded a decline of 61 per cent. The number of vacancies notified declined both in public and private sectors. Of the vacancies notified to the Exchanges during the month, 88.2 per cent were in the Government and quasi-Government establishments and local bodies. The number of employers utilising the services of the Exchanges increased from 6,638 during the previous month to 6,693 during the month, i.e., by 0.8 per cent.
- (iii) The particulars of 1,20,028 applicants as against 1,31,669 during the previous month were forwarded for available job opportunities. The number of placements effected during January, 1959, was 19,255 as compared to 21,037 in December, 1958, thus recording a decline of 8.5 per cent.

The relevant statistics are presented in the following table—

	January 1959	December 1958
Registrations	1,87,924	2,12,961
Number on Live Register	11,93,926	11,83,299
Number of Employers Utilising the Services of the Employment Exchanges	6,693	6,638
Vacancies Notified	24,713	30,590
Placements Effected	19,215	21,037

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 27 closures affecting 4,122 workers, as against 81 closures affecting 7,970 workers in the preceding month. Of the 27 closures, 6 each were due to the shortage of raw material and accumulation of stocks, 3 due to financial trouble, 2 due to breakdown of machinery and 1 each due to unfavourable market conditions, cancellation of licence, financial loss and trade reasons. The reasons for 6 closures are not known.

(c) *Retrenchment*—In the States supplying information there were retrenchments in 14 units affecting 201 workers. In the previous month, retrenchments were reported from 31 units affecting 1,014 workers. The main reasons for retrenchment during the month were shortage of work, trade reasons, shortage of raw material and financial stringency.

(d) *Lay Off*—In the States supplying information, 76 units laid off 6,932 workers, mainly due to the financial difficulties, accumulation of stocks, break-down of machinery and shortage of raw material.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information, 38 new factories were registered, in 33 of which 2,157 workers were proposed to be employed. Information relating to employment potential in the remaining 5 units is not available. Eleven factories re-opened after closures in which 1,459 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the State do not show any significant variation in the employment situation.

#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and attempt to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table overleaf shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of January, 1959, under the Factories Act, Payment of Wages Act, Minimum Wages Act, and the Shops and Commercial Establishments Acts in some of the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Unions Act, 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.

ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED, ETC., UNDER  
CERTAIN LABOUR LAWS, IN JANUARY, 1959

(a) Number of establishments inspected.

(b) Number of prosecutions launched.

(c) Number of convictions obtained.

State Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Act		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Assam	24	—	—	40	—	—	38	—	—	334	—	4
Bihar	—	—	—	—	—	—	71	—	—	1,683	—	3
Kerala	395	4	5	111	—	—	602	—	—	1,804	9	7
Madhya Pradesh	280	4	—	—	—	—	—	—	—	—	—	—
Orissa	49	40	1	103	—	—	107	—	—	—	—	—
Punjab	212	171	—	3,025	—	—	563	—	—	14,133	539	—
Uttar Pradesh	140	—	—	145	—	—	1,138	2	2	5,474	54	49
West Bengal	513	7	—	367	—	—	—	—	—	—	—	—
Delhi*	52	—	—	52	—	—	263	23	—	1,970	373	221
Tripura*	—	—	—	—	—	—	129	—	—	129	1	—

\*Union Territories.

**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT 1926 DURING JANUARY 1959**

State	Re- gistered in the month	Newly re- gistered during the month	Registra- tions cancelled during the month	Registered Unions at the end of the month
Assam	178	1	—	159
Bihar	570	3	—	573
Kerala	N.A.	34	5	N.A.
Madhya Pradesh	314	2	—	316
Orissa	N.A.	3	—	N.A.
Punjab	458	15	3	470
Uttar Pradesh	987	15	4	998
Delhi*	300	10	—	310
Tripura*	30	—	—	30

\*Union Territories.

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

In *Uttar Pradesh* Standing Orders of one concern were certified during the month.

**WORKMEN'S COMPENSATION ACT, 1923**

In *Kerala*, 23 cases were decided during the month and a sum of Rs 23,861 was paid as compensation. In *Delhi*, one case under the above Act was decided during the month.

**WORKERS' EDUCATION**

In *Uttar Pradesh*, adult education classes were continued to be held at four labour welfare centres in Kanpur. The average daily attendance in these night classes was 52. In *Delhi*, literacy classes were in existence in 8 centres.

**LABOUR WELFARE**

In the *Punjab*, all the labour welfare centres continued to provide instructive and recreational entertainments to workers and their families. In *Uttar Pradesh*, the usual welfare activities were carried out with great enthusiasm at various labour welfare centres. Republic Day functions were celebrated at all the centres in the State. In *Delhi*, welfare activities were carried on, as usual, in all the labour welfare centres. Important among the activities were the organisation of 18 special music programmes, 15 volley ball matches and various indoor games.



## INDUSTRIAL HOUSING

In *Uttar Pradesh*, out of 6,764 quarters intended to be built under phase IV of the Subsidised Industrial Housing Scheme 6,580 had been completed and 60 were under construction. Under the Sugar Housing Scheme in the same State, out of 1,420 quarters under construction, 1,310 had been completed up to end of January, 1959 and remaining 110 were still under construction.

## COMMITTEES, CONFERENCES AND ENQUIRIES

In *Kerala* Meetings of Industrial Relations Committees for (i) Coir, (ii) cashew, (iii) oil mills and (iv) textile industries were held during the month. At the meeting of the Industrial Relations Committee for Coir Industry a formula for payment of bonus to workers was evolved. The formula will be in force for a period of 3 years for 1958. According to the formula the minimum bonus would be 5-3/5 per cent if exports go up to 14 lakh cwts and 1 per cent extra for every additional sale of exports of 35,000 cwts or part thereof. The Industrial Relations Committee for Cashew Industry discussed the question of lay off, absorption of qualified hands as clerks and maistries and the feasibility of evolving a long term agreement for promoting peace in the industry. The meeting of the Industrial Relations Committee for Oil Milling Industry resolved that 6½ per cent of the total annual earnings of workers would be reasonable bonus for the year 1958 for the industry as a whole. The Industrial Relations Committee for Textile Industry discussed among other things, issues regarding wages in different parts of the State and fixation of workload. In *Madhya Pradesh* a Committee for advising the Government in respect of fixation of minimum rates of wages in agricultural employment, was constituted under the Minimum Wages Act, 1948. In the *Punjab*, a Commission of Enquiry—appointed by the State Government in connection with the accident which occurred in Sukhjit Starch and Chemicals Ltd. Phagwara met during the month and gave a public notice inviting all concerned to throw light on the cause of the accident. In *Delhi* a meeting of the Minimum Wages Committee, which was set up by the Administration to review the rates in Delhi Transport Undertakings, was held during the month. It decided to collect some more data relating to financial position of similar undertakings in other States and the scales of pay and qualifications of workers employed therein.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING JANUARY, 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in January, 1959, there were 113 fresh disputes. In 105 of these disputes, for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 54,651. Out of these 43,708 were directly affected in units normally employing 1,70,569 workers. The corresponding figures for the previous month were 107 fresh disputes, maximum number of workers involved in 100 disputes 41,560 and 25,742 workers affected directly in units normally employing 91,409 workers. The number of disputes current at any

time during the month was 146. In 132 of them the maximum number of workers involved was 60,529 out of which 48,767 were directly affected in units normally employing 1,77,157 workers. The corresponding figures for the previous month were 139 current disputes, maximum number of workers involved in 132 disputes 48,520 out of which 32,320 were affected directly in units normally employing 98,653 workers. The average number of workers involved in 138 current disputes during January 1959, was 59,478 as against 45,002 in 132 current disputes in the preceding month. The man-days lost during January, 1959 were 3,03,161 as against 1,99,011 during the preceding month. Thus, compared to the previous month though the number of fresh disputes increased slightly there was a considerable increase in the number of workers involved and man-days lost. The corresponding time-loss during January 1958 and the monthly average time-loss during the year 1958 was 3,66,215 and 5,71,048 respectively. The average duration of disputes current at any time during January, 1959, was 51 days as against 44 in the preceding month.

Sixteen of the current disputes resulted in lock-outs. These involved 11,168 workers and accounted for a time-loss of 1,01,400 man-days during the month. West Bengal accounted for 7 lock-outs, Bombay 4, Madras and Mysore 2 each and Kerala one.

One hundred and nineteen disputes terminated during the month of January, 1959. Of these 72 lasted for not more than five days each and only 11 lasted for more than thirty days each. The workers were completely or partially successful in 40 cases that terminated during the month. They were unsuccessful in 47 cases. The results were indefinite in 21 cases and not known in 11 cases. Among the important causes of fresh disputes may be mentioned "Wages and Allowances" in 42 cases and "Personnel" in 30 cases. During the month under review the time-loss increased significantly in 'Manufacturing' from 99,288 to 1,65,204, in "Mining and Quarrying" from 36,429 to 72,722, in "Construction" from 22,520 to 43,160 and in "Agriculture, Forestry, Fishing, etc." from 10,734 to 16,570 man-days. It either decreased in the remaining groups or increased slightly.

West Bengal recorded a time-loss of 1,18,023 man-days during the month. This was the highest among all the States. Next in order came Mysore, Kerala, Bombay and Madras with a time loss of 42,076, 41,024, 27,821 and 23,301 man-days respectively. Compared to the previous month, the time-loss increased in West Bengal, Mysore, Kerala, Tripura, Bihar, Rajasthan, Punjab and Madhya Pradesh by 45,664; 38,922; 34,521; 4,750; 4,514; 1,421, 965 and 170 man-days respectively. It decreased in the remaining States.

Regarding the industrial relations in the States there was nothing special to report

#### DETAILS OF IMPORTANT DISPUTES

The strike in M/s Jyoti Weaving Factory, Belgachia (Howrah), reported earlier, came to an end during January, 1959, and caused a total time-loss of 26,600 man-days. The lock-out in BBJ Construction Ltd., Burnpur, reported earlier, was also lifted during the month under review and caused a total time-loss of 24,940 man-days. On the 29th December, 1958 four hundred and twenty five workers of Shanmugha Vilas Cashew Factory, Eravipuram (Kerala), struck work over the appointment of a worker. The strike, however, terminated on the 30th January, 1959, as a result of direct negotiations and caused a total time-loss of 11,900 man-days. On the 23rd January, 1959, over one thousand workers struck work in Dalmia Cement (Bharat) Ltd., Dalmiapuram, demanding bonus and increase in wages. The strike was, however, called off on the advice of Minister for Industries and Labour, Madras. The strike caused a total time-loss of 10,280 man-days. On the 16th January, 1959, forty-seven workers of Kolar Gold Mining Undertakings (Nundydroog Mine) Oorgaum, struck work demanding lay-off compensation for the 15th January and assurance that they would not be laid off in future. The management, subsequently declared a lock-out on the 19th January 1959, affecting 4,349 workers. The lock-out was, however, lifted on the 27th January, 1959, as a result of mutual discussions. The dispute caused a time-loss of approximately thirty thousand man-days. On the 6th January 1959, all the 1,300 workers of A.I.D. Limited, Shyamanagar 24 Parganas, struck work as a protest against management's recruitment policy. The management, later on, declared a lock-out on the 19th January, 1959. The lock-out was continuing at the end of the month and caused a time-loss of 29,900 man-days. On the 15th January, 1959, all the 1,800 workers of Simon Carves Ltd., P.O. Durgapur Steel Project, Burdwan, struck work demanding increase in wages. The strike was, however, called off on the 31st January, 1959, pending adjudication. The strike caused a total time-loss of 27,000 man-days.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of January, 1959, was 45 as against 32 (revised) in the preceding month.

#### SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during January, 1959, and the number settled or investigated by them.

State	Number of Complaints Received during the Month Relating to							No of Complaints Settled or Investigated*
	Wages & Allowances	Bonus	Personnel	Retrenchment	Leave & Hours of Work	Others	Not known	Total
Assam	72	22	84	7	11	73	—	240
Bihar	24	—	16	—	—	—	—	40
Dalh	7	—	—	—	—	—	300†	373
Kerala	127	85	59	14	34	88	—	427
Madhya Pradesh	47	7	80	4	7	39	—	184
Orissa	—	—	—	—	—	—	50	50
Punjab	101	18	69	171	11	213	6	679
Tripura	16	1	3	—	1	2	—	23
Uttar Pradesh	167	19	134	—	29	127	191	667
West Bengal	53	1	2	11	34	51	6	158

\* Includes outstanding cases of the previous month.

† The complaints mostly related to wages and allowances and personnel.

Source—Monthly Labour News.

## QUESTIONS AND ANSWERS IN THE PARLIAMENT

[The information given in the following paragraphs has been summarised from the replies given during the present Session of the Rajya Sabha and the Lok Sabha—Editor]

**Central Hospital, Asansol**—The Government of India have sanctioned a scheme for the expansion of the Central Hospital, Asansol under the Coal Mines Labour Welfare Organisation at an estimated cost of Rs. 5,17,156. This will increase the number of beds at the Hospital from 165 to 250. The construction of staff quarters has already commenced and plans and estimates for the wards are being finalised. [February 10, 1959.]

**Educational and Medical Facilities for Workers in Coal Mines**—During the First Five Year Plan period, 44 Adult Education Centres were started by the Coal Mines Labour Welfare Fund Organisation and a total number of 3,671 adults were made literate up to the end of 1955-56. A sum of Rs. 5,39,831 was spent on this account during the same period. Also a sum of Rs. 1,14,49,790 was spent on dispensaries and hospitals which served in all 1,56,846 persons. [February 10, 1959.]

**Minimum Wages for Beedi workers and Agricultural Labour**—Eleven States, viz., Andhra Pradesh, Bombay, Bihar, Kerala, Madhya Pradesh, Madras, Mysore, Orissa, Rajasthan, Uttar Pradesh and West Bengal and the Tripura administration have fixed minimum rates of wages for beedi workers. Of the remaining States, etc., beedi industry does not exist in any of them except Assam where the employment strength in the industry is below one thousand and hence minimum wages have not been fixed. Minimum wages for agricultural labour have so far been fixed in the States of Andhra Pradesh, Assam, Bihar, Bombay, Kerala, Madhya Pradesh, Mysore, Orissa, Punjab, Rajasthan, Uttar Pradesh and West Bengal and in the territories of Delhi, Himachal Pradesh and Tripura. The Central Government have urged the rest of the State Governments etc. to fix the minimum wages for agricultural workers in their respective areas. [February 10, 24 and 26, 1959.]

**Evaluation and Implementation of Labour Laws**—All State Governments and Administrators except Jammu and Kashmir and Manipur have set up sections in their Labour Departments to look into cases of non-implementation of labour enactments, etc. The State Governments of Bihar, Kerala, Mysore, Punjab, Rajasthan, Uttar Pradesh and West Bengal and administrators of Delhi and Tripura have also set up tripartite Implementation Committees. [February 10, 1959.]

**Accidents in Coal Mines**—There were 970 accidents in coal mines during the period from the 1st September to the 31st December 1958. In these accidents, 74 persons were killed and 933 were seriously injured. [February 18, 1959.]

**Abolition of Contract Labour in the Cement Industry**—The Subcommittee set up by the Industrial Committee on Cement at its Second Session held in March 1954 made certain recommendations for the abolition of contract labour in the industry. These recommendations were brought to the notice of State Governments and the Cement Companies. The latter have according to the information available considerably reduce the number of workers engaged under the contract system. [February 23, 1959.]

**Safety Measures in Mines**—The Conference on Safety which met some time back to discuss safety measures in the mines made certain recommendations with a view to preventing accidents in mines. Among the measures suggested are safety education and propaganda development of safety consciousness, stabilisation of labour force improved standards of ventilation and lighting and of handling the using explosives, and setting up of Safety Committees in mines [February 26, 1959]

## SIXTH SESSION OF THE INDUSTRIAL COMMITTEE ON COAL MINING

Inaugurating the Sixth Session of the Industrial Committee on Coal mining held at New Delhi on 21st February 1959, the Union Labour Minister emphasised the need for greater output of coal but made it clear that this should not be done at the cost of workers' safety. He said that earnest efforts are required to be made by all the three parties, viz., employers, workers and the Inspectorate staff to ensure that the incidence of accidents was reduced to the barest minimum. In this connection he emphasised the need for imparting initial training to the workers so as to acquaint them with the hazards of mining before they were actually put on the job. Referring to the incidents of violence and intimidation on the part of the workers and their possible causes, he drew attention of the Committee to the newly evolved Code of Discipline which, if fully observed, should eliminate the source of discontent on both sides.

Expressing dissatisfaction on the functioning of the Works Committees he said that a spirit of purposeful participation was necessary on the part of both the parties, workers and employers for the successful functioning of Works Committees. On the question of supply of drinking water in the coal-fields, he said that coal mines welfare organisation had been doing something to solve this problem. With the limited resources at the disposal of this organisation, it could not solve the problem alone. He suggested that smaller schemes should be chalked out by the collieries or groups of collieries which they could finance themselves. The Coal mines welfare organisation, would render financial assistance in the form of subsidy. The State Governments in these areas could also render considerable assistance by implementing bigger schemes.

Regarding the demand for abolition of the Coal-field Recruiting Organisation, he said that Government had appointed a tripartite Committee in 1954 to suggest ways and means of improving the working of the Organisation and that its recommendations had already been implemented. There might be room for further improvements. He invited suggestions for such improvements as well as improvements in the running of labour camps run by private recruiting agencies. As regards rehabilitation of workers disabled by accident or disease, he said that while there would be general agreement regarding the need for their rehabilitation progress in this direction was not considerable.

The main conclusions/recommendations of the Committee were as follows —

**ITEM 1—Action taken on the conclusions of the Fifth Session of the Committee held in New Delhi in August 1956—Water Supply**—The question of employers' and workers' members of the Coal

Mines Welfare Fund Advisory Committee being included in the Water Board in Jharia should be taken up again with the State Government concerned (Also see under item 8)

*Amendment of the Mines Act*—The Amending Bill should be introduced in Parliament at an early date. In case, there was any delay in the legislation, the managements should consider giving effect to the provisions already agreed upon, namely, overtime and annual leave, on a voluntary basis from the 1st June 1959.

**ITEM 2—Abolition of contract labour system of employment in Coal Mines**—No new category of work should be brought under the contract system. If any new category had been brought under the contract system after August 1956 the position should be rectified. The Mining Adviser, Ministry of Steel, Mines and Fuel and the Chief Labour Commissioner should jointly carry out a study and submit a report covering all aspects of the question and with special reference to the categories of work which should be allowed on contract basis.

**ITEM 3—Abolition of C R O and other private Labour Camps and the further continuance of the Gorakhpur Labour Organisation**—The Gorakhpur Labour Organisation might continue, for the present, for purposes of recruitment only but all forms of control or regulation exercised separately over Gorakhpur Labour after recruitment should cease. There should be a joint co-operative organisation which should look after the various aspects of recruitment, training and welfare of all labour so that there was no distinction between the Gorakhpur labour and other labour. Steps should be taken to devise a scheme for this purpose.

**ITEM 5—Revision of the Standing Orders in the Coal Industry**—The Sub-Committee contemplated under item 16 should meet early to consider the revision of Standing Orders.

**ITEM 6—Re-employment of workers partially disabled by accidents and workers cured of T B**—Wherever possible workers disabled through accidents should be re-employed in suitable light jobs. Employers also agreed to participate in schemes of auxiliary employment to be worked out by the C M W C.

**ITEM 7—Inclusion of Malis Sweepers Domestic servants colliery school teachers and non-working miners' sirdars within the scope of Coal Mines Provident Fund Scheme**—Teachers Malis Sweepers and Domestic servants who were on the pay roll of the Company should be allowed to participate in the Provident Fund. Non-working sirdars, who performed some production functions, should also be allowed to participate.

*Note*—Items 4 and 12, relating to conclusions of the *Ad-hoc* meeting of Coal Mining interests held in Calcutta and the Mines Safety Conference were noted by the Committee. On item 15 relating to grant of festival holidays to dockers in collieries no specific action was recommended.

**ITEM 8—Water Supply in the Coal Fields**—The Sub-Committee contemplated under Item 16 should go into the whole question and suggest suitable steps for the solution of the problem.

There should be a Special Officer of a high level in the Coal Mines Welfare Organisation to deal with this question at least for the time being. Steps should be taken to get the services of a Public Health Engineer for this purpose with the help of the Health Ministry.

ITEM 9—*Review of the position regarding provision of Pit-head Baths and Creches at the Coal Mines*—The Coal Mines Welfare Commissioner would issue a suitable questionnaire and obtain full information about the present situation including the difficulties standing in the way of progress in the construction of baths. The matter would thereafter be examined with particular reference to design and location of baths

Mines employing 25 women should, provide creches

ITEM 10—*Functioning of Works Committees in Collieries*—The Central and State Rules should be studied and appropriately amended with a view to removing the obstacles in the way of successful working of these Committees

ITEM 11—*Gratuity and old age pension*—The question should be examined by the Sub-Committee contemplated under item 16 in the light of the recommendations made by the Study Group on Social Security

ITEM 13—*Implementation of the Code of Discipline in the Coal Mining Industry*—There should be a Special Officer, stationed in the area, to ensure the smooth implementation of the Code. The Sub-Committee contemplated under item 16 would deal with general matters connected with the Code.

ITEM 14—*Training Scheme for coal mine entrants*—The Training Scheme would be re-examined by a Sub-Committee consisting of two employers' representatives, two workers' representatives, the Chief Inspector of Mines and the Mining Adviser, Ministry of Steel, Mines and Fuel

ITEM 16—*Proposals to constitute a Sub-Committee for discussing general problems concerning workmen employed in the coal industry*—The Sub-Committee for the purpose should consist of one representative of Government employers' and workers' organisations represented on the Industrial Committee on Coal Mining.

## CONCLUSIONS/DECISIONS OF THE PUBLIC SECTOR CONFERENCE HELD AT NEW DELHI ON 21 JANUARY 1959

A Conference of representatives of Central and State Governments, Management and Labour Organisations was held on 21st January 1959 to consider labour problems concerning those public sector undertakings which are run as companies or corporations as distinguished from those that are departmentally managed e.g., Ordnance Factories, Railways, etc. The Conference considered two items namely, (i) Application of the Code of Discipline in Industry and the principles for recognition of trade unions and (ii) Industrial relations in the public sector undertakings. In regard to (i) it was agreed by all to apply the Code\* to public sector undertakings (worked as companies and Corporations) subject to clarifications specified below:—

IN PART II—Item (i) The stipulation that no unilateral action should be taken in connection with an industrial matter does not mean that the management will have to be sitting in consultation with representatives of labour in regard to every little thing. It

\*For a full text of the Code of Discipline see *Indian Labour Gazette*, October 1958 issue vide pp 221—223.



means that in things which effect the larger interests of the workers action should not be taken without notice or consultations. While it is not necessary to define precisely what is meant by an "industrial matter", the Fourth Schedule of the Industrial Disputes Act itself indicates certain broad points on which prior notice or consultation is indicated.

*Item (va)*—Where in an establishment there is an existing grievance procedure which ensures speedy and full investigation and settlement of grievances such procedure could be continued and it was not necessary that the Model Procedure should be substituted in their place.

**IN PART II**—*Item (v)*—Where the normal existing procedures in an establishment provide for such things the existing procedure can continue.

*Item (vi)*—This is an obligation corresponding to the obligation placed on the Unions under (vii) of Part IV under which the workers organisations have to take action against their office bearers and members for indulging in action against the spirit of the Code. Similarly, there is an obligation on the managements to take such action as they consider appropriate against the members of their establishments who may, on enquiry, be found to have acted in violation of the spirit of this Code.

*Item (va)*—A Union recognised under the Code will not continue to be recognised if it violates the Code. Where the activities of an industry are spread over a wide area like the Airlines Corporation, the parties may agree upon the determination of the local area and such details for purposes of recognition. Suitable variations mutually acceptable to both parties are not ruled out.

As regards item (ii) viz Industrial Relations, it was decided that (i) All the preliminary steps for creating the necessary atmosphere, and for education should be taken for the progressive introduction of the Scheme of workers participation in management in public sector undertakings, (ii) In regard to Works Committees, the matter should be examined carefully in the light of the suggestions made in the Conference and on the basis of the Enquiry Reports and placed before a future Session of the Indian Labour Conference, (iii) The next Indian Labour Conference will deal with the subject of Industrial relation wherein all aspects of the problem would be discussed. It was agreed in principle that employers and employees in the Public Sector should be represented in the Indian Labour Conference. Details for this should be worked out.

A seminar may be held at an early date to consider the proposed Code of Efficiency and Welfare and the conclusions of the Seminar will be placed before the next Indian Labour Conference.

### EMPLOYEES' STATE INSURANCE SCHEME

The Scheme has so far been introduced at 73 centres and is likely to be introduced at 20 more centres by the end of June, 1959.

The total contribution made by the employees during 1958-59 up to the 31st December 1953 was Rs 2,79,22,671 and the contribution made by the employers in the same period was approximately Rs 2,18,45,175.

Medical benefits under the scheme were extended to families of insured persons in certain specified areas of Madhya Pradesh with effect from the 15th February to some areas, and from 1st March 1959 in case of other areas. The Governments of Bombay and Madras have also agreed to the extension of such facilities to the families of insured persons during 1959.

Two hospitals have been established so far in rented buildings one in Madras city and the second in Bangalore. In other areas beds have been reserved for insured persons in the existing hospitals or separate annexes constructed under the scheme.

Out of about 21 000 workers who are yet to be covered in the Punjab under the scheme 19 500 are expected to be covered during the year 1959-60.

### RECOMMENDATIONS OF THE CENTRAL WAGE BOARD FOR SUGAR INDUSTRY

The Central Wage Board for Sugar Industry set up by the Government of India on the 26th December 1957 to work out a wage structure based on the principles of fair wages has made a unanimous recommendation for the grant of interim relief at the rate of 5 per cent subject to a minimum of Rs 3 to all workmen whose consolidated wages (i.e. basic wage and dearness allowance) are up to Rs 100 per month subject to certain conditions. The relief recommended for other categories of workers is as follows —

Consolidated Wage Range	Relief as Percentage of wages	Subject to a monthly minimum of Rs.
(i)	(ii)	(iii)
Rs		
101-200	4%	3
201-300	3%	8
301-500	2%	9

The recommendations have been communicated to the Indian Sugar Mills Association with a view to ensuring the implementation of the same by its member mills. The Board has recommended that the above relief should be given with effect from 1st January 1959.

### NATIONAL REGISTER OF QUALIFIED SCIENTIFIC AND TECHNICAL PERSONNEL

In view of the rising tempo of technological activities and the consequent accelerated demand for technical personnel and specialists in the public and private sectors, the Government of India started compilation of a National Register in 1948 as a record of the qualified scientific and technical personnel in the country. The Register was re-organised in 1957-58 and is now a manpower research organisation and a clearing house of information pertaining to Indian scientists and technologists both at home and abroad. It enrolls certain categories of personnel e.g. post-graduates in science subjects, degree holders in agriculture, veterinary science and other specialised fields.

degree or diploma holders in engineering and technology and medical specialists. Registration is free. Registration cards can be obtained from the Union Public Service Commission, all State Public Service Commissions, all Employment Exchanges, all National Laboratories of the Council of Scientific and Industrial Research and from the National Register Unit of the Council. Suitable arrangements have also been made at the Indian Missions abroad for the registration of Indians residing in those countries.

The National Register Unit also prepares and publishes study reports on the information contained in the Register indicating inter alia, the growth of employment opportunities in various fields. The available information about the registrants is supplied to employers on request. The publications of the Unit are available for sale and can be obtained from the Sales and Distribution Officer, Council of Scientific and Industrial Research, Old Mill Road, New Delhi 2. The scientists, technologists, engineers, medical specialists etc., are requested to enrol themselves with the National Register.

### URBAN LABOUR FORCE IN THE THIRD PLAN PERIOD

The National Employment Service of the Union Ministry of Labour and Employment have recently made a study of the likely increase in Labour Force, etc., in the urban areas during the Third Plan period. The study reveals that due to continuous migration of people from rural to urban areas there has been a rapid growth of the labour force in cities and towns. It is estimated that the labour force in urban areas will increase from 26.4 millions to 31.5 millions during the current Plan period and from 31.5 millions to 37.6 millions during the Third Plan period. Similarly, there is likely to be an increase in the number of educated persons in the labour force from 2.8 millions to 4.2 millions during the Second Plan period, and from 4.2 to 5.9 millions during the next Plan period. It is thus expected that there will be an addition of 6.1 million persons in the urban labour force during the Third Plan period including 1.7 million educated persons, i.e., matriculates and above. It will therefore, be necessary to aim at creating 6.1 million jobs during the Third Plan period in order to avoid any increase in the back-log of unemployment remaining at the end of the Second Plan.

The study also shows that the proportion of the unemployed is higher in cities when compared to towns and is the highest in big cities. Unemployment in urban areas is most acute among the educated persons and its incidence is highest among matriculates. The tempo of rural-urban migration which was rather slow hitherto is likely to increase when industrial development gathers momentum.

### SOCIO-ECONOMIC CONDITIONS OF DOMESTIC SERVANTS IN THE CHRISTIAN FAMILIES IN CHEMBUR BOMBAY

The Tata Institute of Social Sciences conducted a survey of socio-economic conditions of domestic servants working with approximately 70 Christian families residing in the Chembur Christian Colony, Bombay. The survey covered 49 families which had an aggregate of 71 servants of whom 58 responded to the inquiry. The survey revealed that over two-thirds of the servants had family incomes of Rs. 50-00 or less. In about two-fifths of them, it was less than Rs. 25-00 and in another one fifth between Rs. 26-00

period during which the Gold Mines were under the Management of the Gold Mining Companies) and for each of the subsequent financial years upto March 31, 1961. The salient features of the agreement are summarised below —

1. The parties agreed that bonus should be paid to workmen on the basis of 'available surplus'. Gross profits of each year will be arrived at after deducting revenue expenditure from gross income. The items agreed upon to constitute revenue expenditure were: royalty, additional royalty, contribution to Government, annual contribution to the pension and the staff provident funds. The 'available surplus' for the purpose of bonus will be assessed by subtracting the prior charges from the gross profits. The prior charges will consist of: (i) income tax and other taxes, if any, (ii) an amount equal to the total depreciation that would be allowable under the provisions of the Income Tax Law, (iii) an amount equal to the difference between the actual capital expenditure and statutory depreciation as per (ii) above or  $7\frac{1}{2}$  per cent. of the total revenue expenditure whichever is less, as additional provision for rehabilitation, (iv) an amount equal to 6 per cent on the capital invested in the Undertakings and (v) an amount equal to 2 per cent on reserves employed as working capital.

2. In case an amount in respect of payment of bonus for any earlier year was debited to the accounts of any financial year, the actual amount paid as bonus less income tax proportionate to it will be added back for calculating the 'available surplus'.

3. The portion of the 'available surplus' calculated as above to be paid as bonus to workers will be determined every year by mutual negotiations between the parties after taking into account all relevant circumstances.

4. Considering that the 'available surplus' as worked out in the manner mentioned above for the years 1953 and 1954 will not be appreciable and on the distinct understanding that it will not form a precedent for other years, the Board of Management agreed to pay bonus to the workmen of the Gold Mines and the allied Establishments at the following rates:

	1953	1954	1955	1956 (Upto 23.11.56)
	Basic Wages	Basic Wages	Basic Wages	Basic Wages
	Months days	Months days	Months days	Months days
To the workmen of the Nandyaarog Mines (KGF) Ltd.	1 13	2 15	1 16	1 00
To the workmen of the Hampden Reef Gold Mines of India (KGF) Ltd.	0 16	1 13	0 20	0 20
To the workmen of the Mysore Gold Mining Co. (KGF) Ltd.	0 15	1 15	0 20	0 20
To the workmen of the Kolar Gold Field Electricity Department and the Kolar Mines Power Station (KGF) Ltd. and other allied Establishments.	0 13	1 15	1 00	1 00

The quantum of bonus given above is inclusive of one month's bonus and 15 days bonus wherever already paid to the workmen under Orders of the Court

### AGREEMENTS IN THE MATTER OF BONUS BETWEEN THE WORKERS AND MANagements OF FOUR OIL COMPANIES IN NEW DELHI

Recently agreements on the question of bonus for 1957 were reached during the Conciliation proceedings between the workers and managements of (i) Standard Vacuum Oil Co., New Delhi, (ii) Burmah-Shell Oil, Storage and Distributing Co., of India, Ltd., New Delhi, (iii) Caltex (India) Ltd. New Delhi and (iv) Indo-Burma Petroleum Co., Ltd. New Delhi. Under the agreements the workmen, etc., are to receive interim bonus as under:—

Categories of workmen		Quantum of bonus (proportion of annual basic wages)	Areas covered by the agreement
(i) Standard Vacuum	(a) Clerical staff	1	Delhi territory.
	(b) Labour staff	7/24	Delhi territory, Rajasthan, U.P., Punjab, Satna Export (M.P.)
(ii) Caltex (India)	(a) Clerical staff	1	Delhi territory, Rajasthan, U.P., Punjab and Satna depot (M.P.)
	(b) Labour staff	7/24	
(iii) Burmah Shell	(a) Clerical staff	1	Areas mentioned in (ii) above and Jammu & Kashmir
	(b) Labour staff	7/24	
(iv) Indo Burma	as in (iii) above	-	Delhi territory and Uttar Pradesh.

The final amount of bonus to be paid is to be determined and adjusted after the Supreme Court gives its decision in the appeals of all the four undertakings, at present, pending before it.

### AGREEMENT ON BONUS BETWEEN THE MANagements OF FOUR CASHEW FACTORIES AND THEIR WORKMEN

Disputes arose between the managements of the four cashew factories at Kundara, Tellicherry, Kara and Mammallu in Kerala State, owned by M/S Peirce Leslie & Co. Ltd., and their workmen, on the question of payment of bonus from 1952 onwards. A number of conferences were held under the auspices of the State Labour Department for the settlement of these disputes. Finally, at a conference held on 5th January, 1959, in the presence of the State Labour Minister

the parties arrived at a settlement. the main terms of which are as follows:—

For a full and final settlement of all the pending claims relating to bonus for the years up to and including the year 1957-58, the management agreed to pay a consolidated rate for the year 1957-58 in addition to 6½ per cent already agreed by the company for the year 1957-58. The consolidated rate for the year 1957-58, however differed in the four factories. The rate was 2½ per cent of the total earnings of the workers employed in the factories at Kundara and Tellicherry, 3½ per cent to workers in the factory at Mamally and 4½ per cent to workers in the factory at Kara. It was agreed that bonus would be paid on or before the 15th January 1959.

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### NEWS IN BRIEF

#### EMPLOYMENT OF DISPLACED PERSONS DURING DECEMBER 1958

Out of 4,946 displaced persons registered with the Employment Exchanges during December 1958 548 secured employment. The figures for the previous month were 418 placements out of 4,278 registrations. The number of displaced persons on the live registers at the end of December 1958 was 45,543 as against 43,327 at the end of November 1958.

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#### TRAINING COURSE FOR WORKER-TEACHERS

A training course for worker-teachers under the Workers' Education Programme will start at Delhi early in April 1959. The training will be imparted to 30 worker-teachers drawn from different industries. Similar training will also be given to worker-teachers at Calcutta. These worker-teachers after completing their training will go back to the industrial units to which they belong and train the workers there.

A provision of Rs. 60 lakhs has been made in the Second Five Year Plan to carry out the programme. The purpose of the programme is to help workers develop trade-union consciousness and to provide instruction to them in regard to conduct of union-management relations, working of the industry and the observance of the Code of Discipline.

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#### DOCK WORKERS' ADVISORY COMMITTEE

The Dock Workers' Advisory Committee met in December 1958 and made the following recommendations:—(i) A tripartite Committee should be set up in each port to keep or reviewing the problem of damage to cargo by negligent or overloading of slings. (ii) the question of fixing the age of retirement for dock workers should be examined by the various Dock Labour Boards and Port Authorities. (iii) the workers, as in the case of shore workers may be allowed a total of 21 days' leave made up of casual leave and paid holidays, the actual distribution between the two within this limit being left to the Boards, the Bombay Dock Labour Board has already extended the benefit to their workers. (iv) the Dock Labour Boards should review the question of the de-casualisation of listed workers after the listing

schemes had been in operation for one year and submit their recommendations to the Government regarding the further action to be taken and (v) the Subsidised Housing Scheme should be made applicable to the Dock Labour Boards

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#### INDUSTRIAL SURVEY OF DELHI DURING 1959-60

An industrial survey of the Union Territory of Delhi will be carried out during the financial year, 1959-60. Information will be collected under various broad heads like the general position and descriptive side of industries, both managerial and technical, capital output ratio, capital structure and capital employment ratio. The difficulties faced by industries in regard to purchase and sales, technical and credit matters and possible remedies will also be studied. The survey will also cover the examination of the role of co-operatives and Government assistance in the matter as well as scope for expansion of existing industries and setting up new industries. Preparation of a directory of manufactures is also intended to be undertaken

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#### WORKING CLASS FAMILY BUDGET SURVEY

Of about 23 000 families proposed to be covered by the All-India Family Living Survey about 10,000 families had been covered up to January 1959

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#### CODE OF EFFICIENCY AND WELFARE

A preliminary draft of the Code of Efficiency and Welfare has been circulated to Employers' and Workers' Organisations for comments

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#### THE EMPLOYEES' STATE INSURANCE ACT, 1948—DAILY RATE OF MATERNITY BENEFIT

The daily rate of maternity benefit under the Employees' State Insurance Act, 1948 has been fixed at twice the daily rate specified in section 50(3)(i) of the said Act or Rs 0.75 nP whichever is higher. The revised rate will be applicable to all insured women whose right to maternity benefit commenced after the 1st June 1958

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#### MADRAS PAY COMMISSION

The Government of Madras have appointed a three-Member Pay Commission to go into the question of revision of the present structure of pay, allowances and retiring benefits of Government employees, both gazetted and non-gazetted and to recommend a suitable structure for the future and the method of fitting the existing personnel into the new scales from the corresponding old scales. While making their recommendations the Commission, will, *inter alia*, take the following factors, into consideration: (i) resources of the Government and the demands of Five Years Plans; (ii) impact of the recommendations on the wage-structure, etc., of employees of Local Boards, teachers in aided schools, and (iii) the recommendations of the Central Pay Commission.

## WEST BENGAL COUNCIL FOR TRAINING IN VOCATIONAL TRADES

The Government of West Bengal have constituted a Council for Training in Vocational Trades consisting of 16 members including representatives of the Central and State Governments, employers and workers, etc. The State Minister-in-charge Commerce and Industry will be its Chairman. The Council will be affiliated to the National Council for Vocational Trades and will function as a State agency to advise the State Government in carrying out the training policy laid down by the National Council and to co-ordinate the vocational training programmes throughout the State

## GUINEA BECOMES 80TH MEMBER OF THE I.L.O.

With the inclusion of Guinea as a Member of the I.L.O., there are now 80 member countries of the International Labour Organisation.

## FOREIGN

### HOW WORKING PEOPLE SPEND THEIR ANNUAL HOLIDAYS IN YUGOSLAVIA

Industrial and office workers in Yugoslavia spend their holidays mostly by going to their factory or office holiday centre or staying in private houses, taking full board or preparing their own meals. This method is very popular as families often find their stay at these centres cheaper than at home. In the last few years factories and institutions have been opening an increasing number of holiday centres and sports and tourist organisations have been establishing camps. Trade Unions and industrial and social organisations have also been setting up holiday centres for their workers and their families. These centres, 534 in number, are reasonably cheap costing from 100 to 600 dinars per day per worker with half rates for children. 364 of these holiday centres are at seaside, 158 in mountains and the remaining 12 by the side of lakes. One of the main reasons for the cheaper rates prevalent at the holiday centres is that the State exempts the holiday centres from some taxes which the hotels have to pay. Besides, the development of these centres is encouraged by the law on the setting up and administration of holiday centres which makes it possible for the enterprises to subsidise these holiday centres. Besides, the holiday centres industrial firms also organize camps, build week-end houses particularly around their towns and pay for rooms in private houses making arrangements for meals with hotels.

Some undertakings which do not use their funds for setting up such centres give financial help to their employees when they go on holiday. In such cases a few million dinars are set aside from the surplus fund of the enterprise—which might otherwise have been distributed in the form of bonuses. This amount is handed over to the trade union council of the firm which allocates it to the workers after taking their wages into consideration. Those getting highest wages do not get any assistance. In addition to this the firm, in order to help workers' families reserves on the coast every month some rooms at about 800 dinars a day and charges only 10 per cent



of the cost from unskilled workers—who go for holiday making and meets the difference itself. The proportion of charges paid by workers increases in proportion to their wages, highly-skilled workers with more salaries paying the highest. This system has encouraged a large number of workers to go for holidays elsewhere than to their native villages where they were going previously.

Special care is taken about holiday of children. Children's holiday centres, 495 in number, by the sea and in mountains, are founded, organised and financed by the social insurance organisation, the town and district councils, industrial organisations, schools, children's homes, nurseries and other institutions. Some of these centres are completely free of charge while in others, a nominal sum of 60 to 70 dinars a day is charged.

In addition to all this assistance given to workers and their families for enjoying their holidays, reduced railway and other fares are charged. The reduction sometimes goes up to as much as 75 per cent of the total fare.

(Source—News from Yugoslavia—December 15, 1958). •

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest in periodicals received recently in the Labour Bureau are mentioned below:—

*West Bengal Labour Gazette* (Publications Sales Depot, New Secretariat, Calcutta), August and September, 1958 Collective Bargaining and Wage Structure in Printing Presses in West Bengal in December 1956.

*American Federationist* (815, Sixteenth St. N.W., Washington, 6, D.C.), December 1958—Are there Limits to Collective Bargaining?

*International Labour Review* (International Labour Office, Geneva), December 1958—Temporary Disability Insurance in the United States, The Development of Vocational Guidance in Asia.

*Industry and Labour* (International Labour Office, Geneva), December 15, 1958—Employment of the Disabled in Japan.

*Industrial and Labour Relations Review* (New York State School of Industrial and Labour Relations at Cornell University, Ithaca, New York) Quarter ending January, 1959—(i) Proportional Representation of Workers in the Auto Industry, 1934-35 and (ii) Selective Retirement and Pre-retirement Counselling in the TVA.

*American Labour Review* (Labour Attache, American Embassy, New Delhi), February 1, 1959—Worker Training for Industrial Growth.

*Commerce* (Brady House, Veer Nariman Road, Bombay-1) February 14 and 28, 1959—Labour Problem and Automation.

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*N.B.*—1. For Scope and Limitations of the Statistics presented, kindly see the January, 1959 issue of the Indian Labour Gazette

2. The following symbols have been used throughout the Tables

..Not available.

—Nil or Negligible.

(R) Revised.

(P) Provisional

## Employment

TABLE 1—EMPLOYMENT IN FACTORIES

State	Average Daily Number of Workers Employed						
	1931	1947	1950	1953	1956	1957	
						First half	Second half
1	2	3	4	5	6	7	8
Andhra			—	1,17,514	1,06,876	1,57,513	1,39,732
Assam	43,936*	56,119	61,262	68,647	71,248	57,336	63,374
Bihar	95,988	1,36,874	1,80,204	1,52,062	1,75,472	1,74,156	1,70,901
Bombay	4,66,040	7,02,465	7,73,332	8,67,029	9,98,251	9,87,814	9,65,538
Madhya Pradesh	64,494	97,219	1,00,056	1,30,576	97,848	71,723	97,603
Madras	1,97,266	2,76,586	3,91,477	3,27,926	2,99,710	3,10,748	3,01,335
Orissa	5,371	10,592	14,479	20,328	21,776	23,046	21,797
Punjab	22,468*	37,486	70,413	63,712	82,817	77,774	89,413
Uttar Pradesh	1,59,738	2,40,396	2,32,695	2,47,615	2,67,663	2,74,371	2,65,216
West Bengal	1,32,830*	6,07,626	6,41,691	6,16,739	6,73,252	6,29,567	6,54,532
Ajmer	13,330	13,864	16,395	14,609	—	—	—
Courge	14	117	485	468	—	—	—
Delhi	17,400	31,320	40,268	47,252	47,550	46,001	52,694
Andaman & Nicobar Islands		2,063	1,497	1,928	3,195	2,011	2,679
Total	16,18,873	22,74,699	25,04,399	26,90,403	28,83,504	29,66,217†	30,87,664‡

\*Estimated

†Includes figures of Kerala (1,16,455), Rajasthan (37,991) and Himachal Pradesh (1,163).

‡Includes figures of Kerala (93,743), Mysore (1,22,379), Rajasthan (35,871) and H. P. (1,181).

Source—Chief Inspector of Factories, State Governments

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
November 1957	68,263	2,33,451	1,46,550	2,40,197	6,88,459
December 1957	69,474	2,32,629	1,47,428	2,41,360	6,89,271
January 1958	69,660	2,33,375	1,49,008	2,41,486	6,92,529
February 1958	68,127	2,34,427	1,52,347	2,38,835	6,93,734
March 1958	69,632	2,33,689	1,50,580	2,40,193	6,94,502
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,95,603
May 1958	70,365	2,35,810	1,50,124	2,41,338	6,97,637
June 1958	70,999	2,36,207	1,52,667	2,43,434	7,03,206
July 1958	71,533	2,37,531	1,53,231	2,42,071	7,05,268
August 1958	71,734	2,38,110	1,54,097	2,43,160	7,07,121
September 1958	72,633	2,38,409	1,56,312	2,42,893	7,10,251
October 1958	72,745	2,38,636	1,57,961	2,43,211	7,10,553
November 1958	73,061	2,39,193	1,57,423	2,42,824	7,12,501

Source—Directorate General of Resettlement and Employment

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING DECEMBER, 1958

State	Total No of Workers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Ankura Pradesh . . . . .	13,475	5,584	3,450	1,946	10,980
Bihar . . . . .	745	443	280	—	723
Bombay . . . . .	5,07,775	2,47,644	1,57,142	37,342	4,42,128
Kerala . . . . .	10,370	5,059	2,549	1,518	9,126
Madhya Pradesh . . . . .	54,347	24,418	16,831	3,946	45,195
Madras . . . . .	1,22,322	62,194	31,212	10,660	1,07,066
Mysore . . . . .	30,015	16,081	8,133	1,325	27,539
Orissa . . . . .	5,219	1,549	1,310	1,267	4,126
Punjab . . . . .	9,376	3,689	2,190	1,771	7,650
Rajasthan . . . . .	11,971	6,142	3,635	1,040	10,717
Uttar Pradesh . . . . .	53,765	22,197	15,240	8,641	46,078
West Bengal . . . . .	43,111	21,518	12,758	7,030	41,306
Delhi . . . . .	21,181	7,154	5,413	5,935	18,502
Pondicherry . . . . .	7,720	3,159	2,218	117	5,514
Total (December 1958) . . . . .	8,91,370	4,26,831	2,61,301	82,538	7,74,670
Total (November 1958) . . . . .	8,90,443	4,23,733	2,61,244	70,527	7,68,506
Total (December 1957) . . . . .	9,20,238	4,35,313	2,71,197	86,195	7,92,705
Average (1957) . . . . .	9,47,417	4,39,624	2,77,518	97,806	8,12,948

Source—Ministry of Commerce and Industry, Government of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

	September 1958	August 1958	September 1957	Average 1957
1	2	3	4	5
<i>Under ground</i>				
Average Daily Number of Workers Employed	2,09,951	2,06,796	2,08,269	2,00,192
Total Number of Man-shifts Worked	54,71,228	51,89,974	52,24,935	51,08,006
<i>Open Workings</i>				
Average Daily Number of Workers Employed	40,006	37,405	37,823	37,880
Total Number of Man-shifts Worked	10,40,131	9,31,560	8,56,948	8,64,723
<i>Surface</i>				
Average Daily Number of Workers Employed	1,13,733	1,15,760	1,16,748	1,15,601
Total Number of Man-shifts Worked	29,57,972	29,08,687	29,31,623	29,30,637
<i>Total</i>				
Average Daily Number of Workers Employed	3,63,693	3,59,961	3,58,840	3,49,670
Total Number of Man-shifts Worked	94,69,314	90,50,221	90,13,506	89,23,388

Source—Chief Inspector of Mines, Dhanbail.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING DECEMBER 1958

State	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . . .	3	1	4	6	14
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	14	11	75	97	198 (1)
Kerala . . . . .	1	—	4	8	13
Madhya Pradesh . . . . .	1	3	10	5	19
Madras . . . . .	5	3	66	55	134 (3)
Mysore . . . . .	3	—	6	7	17 (1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	2	—	2	4	9 (3)
Rajasthan . . . . .	4	—	3	4	11
Uttar Pradesh . . . . .	7	2	7	7	24 (1)
West Bengal . . . . .	2	2	7	19	30
Delhi . . . . .	—	—	—	4	4
Pondicherry . . . . .	—	—	1	1	3 (1)
Total (December, 1958) . . . . .	45	23	166	223	457 (10)
Total (November, 1958) . . . . .	45	23	162	223	453 (9)
Total (December, 1957) . . . . .	26	23	185	216	450
Average (1957) . . . . .	21	21	170	228	440

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source—Ministry of Commerce and Industry, Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN DECEMBER, 1958 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State	No. of Weaving Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . . .	1	—	—	2	3
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	10	7	122	34	173
Kerala . . . . .	1	1	2	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	7	5	8	6	26
Mysore . . . . .	5	—	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	2	2	9
Uttar Pradesh . . . . .	5	—	4	8	17
West Bengal . . . . .	1	1	9	6	17
Delhi . . . . .	—	—	1	3	4
Pondicherry . . . . .	—	—	3	—	3
Total (December, 1958)	37	18	171	68	294
Total (November, 1958)	36	20	172	66	295 (1)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staplo fibre.

Source—Ministry of Commerce and Industry, Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING JANUARY, 1959

State	No of Exchanges at the End of the Month	No of Registrations during the Month	No of Applicants Placed in Employment during the Month	No. of Applicants on the Live Registers at the End of the Month	No. of Employers Using the Exchanges during the Month	No. of Vacancies Notified during the Month	No of Vacancies Being Dealt With at the End of the Month
1	2	3	4	5	6	7	8
Andhra	19	11 180	1,112	79,877	560	1,597	3,259
Assam	9	2,884	252	19,742	81	307	2,162
Bihar	19	11 441	833	73,147	272	1,841	7,024
Bombay	23	27,656	2,633	1,63,170	1,137	4,718	11,816
Dolha	1	7,344	997	63,235	274	1,143	1,039
Himachal Pradesh	2	632	106	2,739	38	169	1,855
Jammu & Kashmir	2	126	3	199	4	30	27
Kerala	9	8,239	966	1,30,123	268	839	1,887
Madhya Pradesh	13	11,462	1,379	42,903	305	1,064	7,060
Madras	13	15,387	2,140	1,13,674	868	2,514	2,038
Manipur	1	1,071	47	6,936	7	214	469
Mysore	8	8,726	607	42,114	244	1,167	2,838
Orissa	9	7 211	665	21,279	151	1,171	2,273
Pondicherry	1	271	14	2,146	7	9	214
Punjab	14	13,172	1,985	48,847	731	2,987	3,576
Rajasthan	12	7,133	1,512	30,074	433	1,864	2,077
Tripura	1	376	27	2,590	18	37	363
Uttar Pradesh	33	34,892	3,697	1,52,347	974	3,070	5,462
West Bengal	13	20,711	1 266	2,11,677	273	2,080	5,702
Central Establishment co-ordination office	—	—	—	—	68	141	1,410
Total (January 1959)	212	1,87,924	19,275	11,97,926	6,693	28,713	61,267
Total (December, 1958)	212	2,12,961	21,037	11,83,299	8 638	30,590	64,680
Total (January, 1958)	181	1,68,221	17,642	9,39,731	6,177	27,864	44,875
Average (1954)	212	1,83,637	19,443	11,83,299	6,482	30,407	64,680

Source—Directorate General of Resettlement and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING JANUARY, 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Super-visory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Other	Total
1	2	3	4	5	6	7	8	9
Andhra . .	356	3,281	24,607	4,363	2,838	38,443	5,990	79,877
Assam . .	45	1,228	2,169	53	526	15,190	531	19,742
Bihar . .	780	5,001	10,274	731	2,096	50,737	2,328	73,147
Bombay . .	1,113	9,355	51,614	6,266	5,338	78,831	10,613	1,63,170
Delhi . .	1,283	4,746	15,007	2,878	6,031	20,940	2,364	53,253
Himachal Pradesh	37	156	280	284	83	1,661	231	2,730
Jammu & Kashmir	—	11	68	21	5	78	10	199
Kerala . .	560	9,126	46,775	6,871	3,374	60,453	2,964	1,30,123
Madhya Pradesh	270	3,015	7,370	6,644	1,315	20,651	2,149	42,003
Madras . .	440	6,133	27,486	7,882	3,689	64,612	4,032	1,13,674
Manipur . .	187	354	563	1,137	32	2,462	1,273	6,636
Mysore . .	431	3,218	12,372	4,892	1,070	18,455	1,096	42,114
Orissa . .	217	4,305	3,410	344	469	10,432	2,072	21,279
Pondicherry . .	4	120	290	196	84	1,338	114	2,146
Punjab . .	502	3,079	10,752	4,422	3,311	24,024	2,753	48,843
Rajasthan . .	272	879	5,226	4,647	1,658	15,498	1,804	30,074
Tripura . .	8	188	171	446	99	965	742	2,790
Uttar Pradesh . .	1,250	13,226	48,410	2,505	9,273	70,422	6,761	1,52,317
West Bengal . .	1,553	20,252	46,742	532	3,864	1,32,507	6,227	2,11,677
Total (January, 1959)	8,913	91,683	3,13,616	54,513	45,146	6,27,165	54,890	11,95,926
Total (December, 1958)	8,923	88,665	3,08,203	56,157	43,823	6,20,249	57,279	11,83,299
Total (January, 1958)	5,900	73,294	2,68,441	40,435	33,124	4,73,326	45,211	9,39,731
Average (1958) . .	7,418	78,326	2,87,278	51,662	38,925	5,32,435	50,132	10,10,156

Source—Directorate General of Resettlement and Employment



TABLE 9—TRAINING STATISTICS DURING JANUARY, 1959

State	No. of Centres at the end of the Month	Number of Persons Undergoing Training at the End of the Month				
		Vocational		Technical*	Apprenticeship*	Total
		Men	Women			
1	2	3	4	5	6	7
Andhra	8	17	28	1,545	—	1,590
Assam	2	68	—	172	—	240
Bihar	6	80	—	873	—	953
Bombay	12	13	16	1,363	—	1,392
Jammu & Kashmir	2	30	—	95	—	125
Kerala	4	—	—	513	—	513
Madhya Pradesh	8	41	—	785	—	826
Madras	10	—	87	857	—	944
Mysore	13	4	30	808	—	842
Orissa	5	33	7	354	—	394
Punjab	11	123	—	1,053	—	1,176
Rajasthan	4	—	—	418	—	418
Uttar Pradesh	13	278	387	1,754	—	2,419
West Bengal	15	413	—	2,315	6	2,734
Delhi	3	173	183	599	—	955
Himachal Pradesh	1	11	18	31	—	60
Total (January, 1959)	117	1,284	736	13,535	6	15,581
Total (December, 1958)	236	1,291	736	20,188	312	22,547
Total (January, 1958)	356	1,271	624	14,460	619	16,974
Average (1958)	236	1,163	628	17,660	573	19,964

Source—Directorate General of Recruitment and Employment.

\*Includes women, if any.

## Wages and Earnings

TABLE 10—TOTAL EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

(In thousands of Rupees)

State	1939	1947	1951	1955	1956	1957	
						Total earnings	Annual Average per Worker Rs. †
1	2	3	4	5	6	7	8
Andhra				51,060	75,414	71,043	1,041.9
Assam	4,849*	13,060	23,549*	41,931	47,050	42,837	1,327.8
Bihar	20,375	82,920	1,65,853†	1,83,786	1,63,145	1,72,046	1,205.9
Bombay	1,14,367	5,91,839	7,99,117†	9,01,097	10,90,521	11,11,146	1,452.6
Madhya Pradesh		42,714	39,197	78,109	33,256	78,291	1,138.7
Madras	24,022	1,23,439	2,00,713	2,71,215	2,22,576	2,30,179	1,040.0
Orissa	515	3,027	8,786	14,025	14,923	17,089	956.8
Punjab	3,829*	14,454	36,812	42,440	48,786	60,600	955.3
Uttar Pradesh	25,945	1,33,432	1,67,790†	1,91,547	2,32,342	2,60,189	1,077.5
West Bengal	1,13,424*	3,37,875	5,33,408	6,08,799	6,40,281	6,58,978	1,164.9
Ajmer	1,040	3,186	4,946	5,409			
Coorg		15	113	177			
Delhi	5,145	26,078	55,336	60,843	67,764	72,288	1,403.4
All States	3,31,020	13,72,639	20,55,620	24,50,438	26,36,058	27,80,326	1,252.6

\*Estimated †Excludes figures for district installations.

†Excludes besides Railway Workshops, the Groups, Food, Beverages, Tobacco and Cans and Presses.

Source—Annual Reports on the Working of the Payment of Wages Act 1936

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

	September 1958	August 1958	September 1957	Average 1957
1	2	3	4	5
<i>Jharia</i>				
Basic Wages	8 63	8 93	8 30	8 11
Dearness Allowances	11 61	11 95	10 70	11 23
Other Cash Payments	1 86	1 86	1 10	1 10
Total	21 10	22 76	20 10	20 46
<i>Raniganj</i>				
Basic Wages	8 84	8 07	8 00	7 64
Dearness Allowance	10 33	11 29	10 52	10 41
Other Cash Payments	1 97	1 92	1 32	1 28
Total	21 12	21 28	19 84	19 23

Source—Chief Inspector of Mines, Dhanbad

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State	Dearness allowance				
	Minimum Basic Wages	January 1959	December 1958	January 1958	Average 1958
	2	3	4	5	6
1	2	3	4	5	6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	39 00	82 95	84 05	78 70	81 56
Ahmedabad . . . . .	28 00		83 45	73 84	75 31
Sholapur . . . . .	26 00	45 50	45 50	58 78	48 01
Baroda . . . . .	26 00		75 11	60 48	67 78
Indore . . . . .	30 00	59 06	58 50	56 06	55 17
Nagpur . . . . .	26 00	58 36	57 14	53 50	54 29
Madras . . . . .	26 00	61 67	60 04	51 37	55 84
Kanpur . . . . .	30 00	61 72	61 78	55 16	58 43
West Bengal . . . . .	28 17	32 50	32 50	30 00	31 25

Source.—Monthly returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Miners and Loaders		Output per Man shift for			
			All Persons Employed in Unhground and in Open Workings		All Persons Employed Above and Underground	
	Tons	Kilograms	Tons	Kilograms	Tons	Kilograms
1	2	3	4	5	6	7
September, 1958 . . . . .	1 14	1 158 70	0 59	599 47	0 41	416 38
August, 1958 . . . . .	1 14	1 158 30	0 58	589 31	0 40	406 42
September, 1957 . . . . .	1 12	1 137 98	0 60	600 67	0 41	416 38
Average 1957 . . . . .	1 14	1,160 81	0 61	619 79	0 41	416 38

Source.—Chief Inspector of Mines, Dhanbad.

**Industrial Disputes**  
**TABLE 14—By States**  
**Industrial Disputes Resulting in Work Stoppages During January, 1959**

State	Starting During the Month				Continued from Previous Month				In Progress During the Month		Man days Lost During the Month
	No. of Disputes	Maximum No. of Workers Involved		No of Workers Normally Employed in the Units Affected	No of Disputes	Maximum No of Workers Involved		No of Workers Normally Employed in the Units Affected	No of Disputes	Total of Average No of Workers Involved	
		Directly	Indirectly			Directly	Indirectly				
1	2	3	4	5	6	7	8	9	10	11	12
Andhra*	5	1,018 (3)	—	1,322 (3)	—	—	—	—	5	1,018 (3)	6,018 (3)
Assam	1	483	—	483	2	400	271	776	3	1,160	8,073
Bihar	12	4,366 (1)	316	5,145 (5)	3	431	—	870	15	5,133 (1)	10,867 (1)
Bombay	15	9,186	4,983	22,486	5	265	—	277	20	14,373	27,821
Kerala	12	1,775	493	4,465	5	869	357	1,270	17	3,474	41,084
Madhya Pradesh	5	1,050	—	5,172	—	—	—	—	5	1,037	6,280
Madras	18	2,521	1,126	18,604	3	267	251	518	21	4,156	23,301
Mysore	8	10,208	2,965	37,946	2	121	—	136	10	12,338	42,076
Orissa	—	—	—	—	1	188	—	188	1	188	5,076

TABLE 14—contd.

1	2	3	4	5	6	7	8	9	10	11	12
Punjab . . .	1	1,003	—	1,336	—	—	—	—	1	1,063	1,063
Bengal . . .	1	250	—	250	—	—	—	—	1	250	1,750
Uttar Pradesh . . .	12	1,407 (4)	—	3,131 (1)	1	30	—	30	13	1,489 (4)	6,134 (4)
West Bengal	10	0,780	1,000	09,040	11	2,408	—	2,523	30	13,185	1,18,023
Delhi . . .	2	71	—	140	—	—	—	—	2	71	242
Manipur . . .	—	—	—	—	—	—	—	—	—	—	—
Tripura . . .	2	550	—	550	—	—	—	—	2	550	4,750
Total January 1959	113	43,769 (8)	10,883	1,70,569 (0)	33	4,999	879	6,553	146	59,478 (8)	3,03,161 (8)
Total December 1958 (R)	107	25,742 (7)	15,818	91,409 (4)	22	6,038	328	7,244	139	45,002 (7)	1,99,012 (7)
Total January 1958	103	32,555	16,471	85,189	37	12,530	95	41,841	142	57,661	3,06,215
(Monthly Average) (P) 1958	120	60,117	11,213	1,27,971	3	1,294	8	3,487	123	82,492	5,71,918

The figures in brackets show the number of cases for which the relevant information is not available.

Returns not received from the States of Andhra, Jammu & Kashmir, Andaman & Nicobar Islands and Himachal Pradesh.

\* Information relates to Central Spheres Undertakings only.

Source—Monthly Returns on Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No of Disputes in Progress During the Month	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	Total No of Man days Lost During the Month
1	2	3	4	5
0. Agriculture, Forestry, Fishing etc	8	2,078	2,397	16,572
Tea Plantations . . . . .	7	2,023	2 167	16,297
Rubber Plantations . . . . .	1	55	240	275
1—Mining and Quarrying . . . . .	23	16,624(1)	42,721(1)	72,722(1)
Coal . . . . .	6	678(1)	1 085(1)	8,081(1)
Iron Ore Mining . . . . .	1	188	188	5,076
Manganese . . . . .	1	52	87	260
Gold . . . . .	7	13,022	36,503	38,758
Others (other Mining) . . . . .	2	1,006	1,050	10 322
Stone Quarrying, Clay and Sand Pits . . . . .	2	1,350	2,150	8,800
Mica . . . . .	4	229	669	433
Others (Non Metallic Mining and Quarrying not Elsewhere Classified).	1	99	908	792
2 3. Manufacturing . . . . .	85	30,501(3)	90,800(2)	1,65,201(3)
20 Food (except Beverages) . . . . .	9	2,449	3,608(1)	23 608
Gram Mill Products . . . . .	1	23	23	598
Rice Mills . . . . .	1	50		350
Dal Mills . . . . .	1	30	30	60
Sugar Mills . . . . .	2	901	2,103	2,869
Edible Oil (other than Hydrogenated Oils)	1	20	27	106
Others (Miscellaneous Food Products) . . . . .	3	1,425	1 425	19 625
22—Tobacco . . . . .	4	901	955	8,391
Boli Industry . . . . .	2	786	786	7,528
* Others . . . . .	2	115	152	609

TABLE 15—contd.

1	2	3	4	5
23—Textiles . . . . .	26	17,603(2)	44,229	49,259(2)
Cotton Mills	19	14,082(2)	35,179	31,251(2)
Jute Mills	3	3,171	8,700	14,771
Others (Spinning, Weaving and Finishing of Textiles)	4	290	290	1,857
Coir Factories	1	60	60	1,380
24—Footwear, Other Weaving Apparel and Made up Textile Goods.	1	28	40	28
Others . . . . .	1	28	40	28
27 Paper and Paper Products	1	115	115	1,725
Paper	1	115	115	1,725
28 Printing, Publishing & Allied Industries	3	373	1,850	299
31. Chemical & Chemical Products	7	2,188	2,030(1)	6,554
Heavy Chemicals . . . . .	1	1,390	1,390	1,390
Others (Basic Industrial Chemicals)	2	139	39(1)	1,354
Medicinal & Pharmaceutical Products	1	500	500	1,000
Matches . . . . .	1	32	32	160
Others (Miscellaneous) . . . . .	2	125	129	2,630
33. Non Metallic Mineral Products . (except Products of Petroleum & Coal)	11	3,067(1)	6,395	26,042(1)
Structural Clay Products . . . . .	2	77	119	1,226
Glass & Glass Products (except Optical Lenses)	4	1,040(1)	1,770	8,490(1)
Pottery, China and Earthenware	2	97	97	642
Cement . . . . .	2	1,263	3,776	10,412
Others (Non Metallic Mineral Products not Elsewhere Classified)	1	590	633	5,272
34. Basic Metal Industries . . . . .	5	1,187	24,495	5,544
Iron and Steel	3	1,122	24,030	5,280
Alloys (Ferrous) . . . . .	2	63	465	264
35. <del>Al</del> Mach. <del>Non</del> Metal Products (except Transport Equipment)	9	1,805	1,961	35,700

TABLE 15—concl'd.

1	2	3	4	5
36. Machinery (except Electrical Machinery).	2	46	57	692
37. Electrical Machinery, Apparatus, Appliances and Supplies.	1	41	213	41
38. Transport Equipment . . . .	3	358	358	5,488
Ship Building . . . . .	1	120	120	360
Motor Vehicles . . . . .	1	88	88	2,728
Bicycles . . . . .	1	150	150	2,400
39. Miscellaneous . . . . .	3	344	4,431	1,827
4. Construction . . . . .	6	8,261	9,003	43,103
Construction, Repairs and Demolition of Buildings.	3	3,035	3,035	37,785
Highways, Roads, Bridges, etc . .	1	3,400	4,000	3,400
Railroads, Railway Road Sheds, Bridges etc.	1	1,750	1,800	1,750
Hydro Electric Projects . . . .	1	76	170	228
5. Electricity, Gas, Water and Sanitary Services.	7	732(1)	370(3)	1,558(1)
Sanitary Services . . . . .	7	732(1)	370(3)	1,558(1)
6. Commerce . . . . .	6	193	268	83
Banks and Other Financial Institutions	6	193	268	83
7. Transport and Communication (other than Workshops).	7	1,900(3)	31,300(3)	1,400(3)
Motor Transport . . . . .	1	300	300	600
Docks and Ports . . . . .	6	1,600(3)	31,000(3)	800(3)
8. Services . . . . .	2	68	126	386
Medical & Other Public Health Services	1	42	100	126
Other Personal Services . . . .	1	26	26	260
9. Activities not Adequately Described .	2	170	170	2,073
TOTAL . . . . .	146	60,529(8)	1,77,157(9)	3,03,161(9)

In the above table figures of man days lost during November and December, 1958 are not given as a new industrial classification has been adopted from January, 1959.

The figures given in brackets show the number of cases for which the relevant information is not available.

Source :—Monthly Returns on Industrial Disputes.



TABLE 16—BY CAUSES AND RESULTS

(x) Number of Fresh Disputes.  
 (y) Maximum Number of Workers Involved.  
 (z) Number of Man-days Lost

(a) Number of Disputes Terminated.  
 (b) Total of Average Number of Workers Involved.  
 (c) Total Number of Man-days Lost in the Disputes.

Fresh Disputes in January 1939			Disputes Terminated in January, 1939 by Result to Workers														
Cause			Successful			Partially Successful			Unsuccessful			Indefinite			Results not Known		
(x)	(y)	(z)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
42	18,056	93,938	6	495	1,377	6	4,520	47,023	14	7,564	23,061	10	3,007	41,502	3	355	263
	(5)	(5)		(2)	(2)								(2)	(2)		(1)	(1)
5	2,130	13,051	2	775	2,968	2	1,592	29,586	3	133	53						
30	14,617	61,323	6	1,562	20,512	6	1,085	5,788	11	3,614	34,753	2	1,163	1,663	5	3,288	18,151
	(1)	(1)														(1)	(1)
2	624	4,048	3	556	4,272												
5	8,273	8,208	1	20	9	1	25	75	2	329	265	2	8,024	8,024			
28	10,862	41,998	3	610	1,230	5	2,659	3,341	17	3,187	42,764	7	4,456	6,952	2	270	7,440
	(2)	(2)											(2)	(2)			
1	100	1,300													1	100	1,300
113	54,651	2,24,004	21	4,318	37,208	19	9,231	83,813	47	15,152	1,09,386	21	17,550	61,501	11	4,013	27,154
	(8)	(8)		(2)	(2)								(4)	(4)		(2)	(2)

The figures given in brackets show the number of cases for which the relevant information is not available.  
 Source—Monthly Returns on Industrial Disputes.

TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum No. of Workers Involved	Number of Fresh Disputes			
	January 1939	December 1938 (R)	January 1938	Average 1938 (P)
10 or more but less than 100	44	51	49	57
100 or more but less than 500	36	26	36	39
500 or more but less than 1,000	8	14	10	11
1,000 or more but less than 10,000	17	10	10	10
10,000 or more	—	—	—	1
Not known	8	6	—	2
Total	113	107	105	120

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	January 1939	December 1938 (R)	January 1938	Average 1938 (P)
A day or less	42	44	40	42
More than a day up to 5 days	30	32	36	37
More than 5 days up to 10 days	23	16	5	14
More than 10 days up to 20 days	9	6	10	11
More than 20 days up to 30 days	4	2	6	6
More than 30 days	11	4	10	9
Not known	—	—	—	—
Total	119	104	107	110

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man days Lost During a Dispute	Number of Terminated Disputes			
	January 1939	December 1938 (R)	January 1938	Average 1938 (P)
Less than 100	25	26	31	32
100 or more but less than 1,000	43	60	41	50
1,000 or more but less than 10,000	35	22	28	29
10,000 or more but less than 50,000	8	1	5	5
50,000 or more	—	—	2	2
Not known	8	6	—	1
Total	119	104	107	119

Source:—Monthly Returns on Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	January 1939	December 1938	January 1938	Average 1937
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	6.3	5.6	5.9	7.1
Ahmedabad (a)	"	6.8	6.5	6.3	6.8
Sholapur (a)	"	13.4	11.9	14.9	16.0
Kanpur (b)	"	..	11.6	10.5	13.0
Kanpur (b)	Leather Industry	..	8.5	6.9	10.0
Kanpur (b)	Woollen Industry	..	6.1	5.5	8.5
Bombay (a)	Engineering	11.9	13.7	11.6	14.6
West Bengal (c)	"	10.9	12.6	10.0	12.5
Coal Fields (d)	Coal Mining—				
	Under Ground	13.8	14.5	13.8	14.8
		(Sept. 58)	(Aug. 58)	(Sept. 57)	
	Open Working	14.7	14.3	15.4	16.5
		(Sept. 58)	(Aug. 58)	(Sept. 57)	
	Surface	9.0	9.1	10.2	10.6
		(Sept. 58)	(Aug. 58)	(Sept. 57)	
	Over All	12.4	12.8	12.8	13.7
		(Sept. 58)	(Aug. 58)	(Sept. 57)	

Source —(a) Government of Bombay, Deputy Commissioner of Labour (Administration).

(b) Employees Association of Northern India, Kanpur.

(c) Government of West Bengal, Labour Commissioner

(d) Chief Inspector of Mines, Dhanbad

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING DECEMBER, 1958, BY CAUSES

Industry	Sickness or Accident	Percentage of Absenteeism due to				All Causes
		Social or Religious causes	Other Causes			
			With Leave	Without Leave		
1	2	3	4	5	6	
Silk . . . . .	0.4	—	3.1	4.5	8.0	
Cotton . . . . .	2.5	1.9	4.2	1.9	10.5	
Woollen . . . . .	4.1	—	4.7	4.0	12.8	
Engineering . . . . .	2.5	1.8	6.4	2.6	13.3	
Manufacturing (Others) . . . . .	2.5	0.7	6.8	1.1	11.1	
Oil . . . . .	2.2	2.1	3.3	3.3	10.9	
Coffee . . . . .	3.2	7.0	3.6	5.1	18.9	
Gold Mining . . . . .	3.6	—	2.4	3.3	9.3	
Sugar . . . . .	2.9	3.0	5.4	0.3	11.6	
Tobacco . . . . .	4.6	—	8.8	0.2	13.6	
Cement . . . . .	3.0	0.4	5.0	4.8	13.2	
Miscellaneous . . . . .	4.0	1.8	2.5	4.8	13.1	
Heavy Chemicals . . . . .	1.4	1.4	4.1	3.7	10.6	
Plantations . . . . .	2.5	—	3.6	9.6	15.7	

Source —Labour Commissioner, Mysore

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING JANUARY, 1959

Industry and Area	No. of Returns	Total No of Man-shifts Scheduled to Work	Total No. of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		
						With Leave	Without Leave	All Causes
1	2	3	4	5	6	7	8	9
<b>Cotton Mills—</b>								
Madras . . . . .	1	3,10,679	17,543	3.7	0.2	0.7	1.0	5.6
Madura . . . . .	6	1,23,968	19,223	4.1	6.4	3.3	1.1	14.9
Coimbatore . . . . .	14	4,68,510	43,868	3.2	0.6	3.1	2.4	9.3
Tirunelveli . . . . .	5	2,85,292	36,940	4.6	4.1	3.9	0.3	12.9
Others . . . . .	6	1,13,246	11,371	3.2	0.4	5.6	0.8	10.0
<b>Woollen Mills—</b>								
Dharawal . . . . .	1	51,265	5,168	0.9	—	7.8	0.8	9.5
<b>Iron and Steel Factories—</b>								
West Bengal . . . . .	3	340,308	29,999	2.1	—	4.6	2.1	8.8
Bihar . . . . .	6	9,27,377	1,18,986	2.6	1.6	5.2	3.6	12.8
Madras . . . . .	1	18,792	1,890	3.7	3.2	3.2	—	10.1
<b>Ordinance Factories—</b>								
West Bengal . . . . .	3	2,75,256	22,911	2.1	0.5	4.7	1.0	8.3
Bombay . . . . .	5	2,39,632	29,073	3.1	0.0	8.5	0.5	12.1
Madhya Pradesh . . . . .	3	2,29,390	24,547	3.6	—	6.9	0.2	10.7
Uttar Pradesh . . . . .	7	3,32,447	24,744	2.2	0.4	4.1	0.7	7.4
Madras . . . . .	1	26,156	3,366	4.0	0.2	8.6	0.0	12.8
<b>Cement Factories—</b>								
Andhra . . . . .	1	18,738	321	0.1	0.1	1.4	0.1	1.7
Madras . . . . .	1	24,653	3,322	4.0	6.2	4.2	—	13.4
Madhya Pradesh . . . . .	2	26,660	2,690	3.2	4.6	1.8	0.6	10.1
West Bengal . . . . .	1	17,888	2,187	2.2	—	5.5	4.5	12.2
Bihar . . . . .	4	86,516	16,305	2.9	3.3	9.1	3.5	18.8
<b>Match Factories—</b>								
Bombay . . . . .	1	39,833	4,726	2.2	0.7	1.3	7.6	11.8
West Bengal . . . . .	1	38,812	2,989	3.0	—	1.4	3.3	7.7
Uttar Pradesh . . . . .	1	35,275	6,064	0.2	—	4.1	7.2	11.5
Assam . . . . .	1	22,495	2,681	7.7	—	2.9	1.3	11.9
Madras . . . . .	1	34,385	6,237	7.0	—	9.7	1.4	18.1
<b>Tramway Work-shops—</b>								
Bombay . . . . .	1	17,025	1,449	2.1	—	5.0	0.9	8.0
Delhi . . . . .	1	2,219	197	3.2	0.9	2.4	2.4	8.9
Calcutta . . . . .	1	28,068	1,324	0.9	2.0	—	1.7	4.6
<b>Telegraph Work-shops—</b>								
Bombay . . . . .	1	31,582	4,224	1.5	2.7	6.7	2.5	13.4
West Bengal . . . . .	1	53,015	5,402	2.9	—	7.3	0.0	10.2
Madhya Pradesh . . . . .	1	34,325	3,033	0.2	—	8.6	—	8.8

Source :—Monthly Returns on Absenteeism.

## Consumer Price Index Number

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES.  
(Base shifted to 1949=100)

Year	All India* original base 1949		U K	U S A	Canada	Australia	Turkey Istanbul	Ceylon Colombo	Japan	Pakistan		Burma Rangoon
	General Index	Food Index								Karachi	Narayan- ganj	
1950	101	101	103	101	103	110	95	103	93	96	93	87
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	135	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	133	112	116	169		110	128	106	90	76
1956	105	103	141	114	118	179	140	109	128	110	105	85
1957	111	112	147	118	122	183	136	112	132	120	110	92
1958	116	118	151	121	125			114	132			89
1958												
Jan.	111	112	150	120	123	185	161	116	132	124	115	87
Feb.	110	110	149	120	124		164	115	131	127	113	84
March	110	110	150	121	124	186	164	114	130	124	113	83
April	111	112	152	121	125			114	131	127	110	86
May	113	113	151	121	125	186		115	131	125	115	90
June	116	118	153	125	125			114	132	126	115	93
July	119	122	150	122	125	187		112	131	129	116	97
Aug.	120	124	150	122	125			114	133	128	117	97
Sept.	121	125	150	122	126	187		114	132	129	119	94
Oct.	123	127	152	122	126			116	133	121	118	91
Nov.	122	126	152	122	126			115	132	116		86
Dec.	119	122	153	122	126			114	132			78
1959												
Jan.	114 (P)	115 (P)	153	122	128			114				74

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all India index on base 1944=100 during the month of Jan 1959 was 157.32

Source (i) I.L.O. except for all India Index.

(ii) Labour Bureau for all India Index.

TABLE 24—CONSUMERS PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)  
(Base shifted to 1949=100)

State and Centres	Original Base	Index Number									
		Conversion factor*	General				Conversion factor	Food Group			
			Jan 1959	Dec 1958	Jan 1958	Average 1958		Jan 1959	Dec 1958	Jan 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<b>Bombay—</b>											
Bombay	July 1933 to June 1934	3.07	129	120	124	129	3.67	132	133	127	133
Ahmedabad	August 1926 to July 1927	2.48	121	115	102	110	2.50	129	127	113	114
Solapur	Feb 1927 to Jan 1928	2.99	108	108	107	103	2.92	123	122	122	118
Jalgaon	August 1930	4.23	114	114	100	107	4.62	119	120	100	109
Nagpur	August 1939	3.77	127	125	115	119	3.81	130	129	117	121
<b>Andhra Pradesh—</b>											
Hyderabad City	August 1943 to July 1944	1.54	126	120	121	123	1.51	142	142	135	137
<b>Madras—</b>											
Madras City	July 1935 to June 1936	3.23	130	133	120	124	3.63	132	135	119	124
<b>Myore—</b>											
Bangalore	July 1935 to June 1936	3.01	134	133	130	131	3.42	135	131	120	119
Myore	Do.	3.03	131	131	122	124	3.42	136	136	123	127
Kolar Gold Fields	Do.	3.16	133	132	129	130	3.34	135	135	132	133
<b>Kerala—</b>											
Ernakulam	August 1939	3.68	119	121	112	114	4.33	123	127	115	118
Trichur	August 1939	3.58	125	128	115	119	4.35	127	131	115	120
<b>Uttar Pradesh—</b>											
Kanpur	August 1939	4.78	103	101	91	96	5.35	102	100	81	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.

Source—State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period—100	General Index				Food Index			
		Jan 1959 3	Dec. 1958 4	Jan 1958 5	Average 1958 6	Jan 1959 7	Dec. 1958 8	Jan. 1958 9	Average 1958 10
1. Assam—									
Tea workers in Assam Valley—	April 1951 to March 1952.								
1. Staff and Artisan		108	110	103	117	104	106	100	107
2. Labourers		107	110	102	109	97	102	97	104
Tea workers in Coochear Distt.—									
1. Staff and Artisan	April 1951 to March 1952.	106	110	104	115	108	113	100	110
2. Labourers		96	99	93	103	93	97	90	101
Rice and Flour Mill workers in Urban Areas—	1950								
1. Managerial and Mechanic class		95	98	98	100	88	94	90	98
2. Labourers		93	97	98	100	86	93	91	89
Rice and Flour Mill workers in Rural Areas—	1950								
1. Managerial and Mechanic class		96	99	94	99	90	95	89	90
2. Labourers		96	100	93	100	88	95	87	90
3. Rural Population in Assam Plains Distts.—	1944	149	153	153	157	.	.	.	.
2. Madhya Pradesh—									
1. Gwalior	1951	..	.	91	.	..	.	89	..
2. Indore	1951	..	.	93	..	..	..	89	..
3. Purnea—									
1. Patna	1952-53	..	.	195	..	.	..	97	..
2. Suraypur	1955-56	..	..	111	..	.	..	114	..
4. West Bengal—									
(i) Asansol and Ranganj Area	1951	105	109	101	107	104	111	100	109
(ii) Bankura and Midnapore Area	1951	101	109	101	110	100	113	103	116
(iii) Burdham Area	1951	105	118	107	119	107	126	111	128
(iv) Malda, West Dinapur Area	1951	78	86	80	90	75	86	78	93
(v) Nadia, Murshidabad	1951	86	91	89	94	80	88	86	93
(vi) Calcutta	1944	141	147	141	147	142	151	145	152

# LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING JANUARY, 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July 1955, and January 1956, issues of the 'Indian Labour Gazette'. The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Mercara recorded the maximum fall of 10 points. The index numbers for Jamshedpur and Berhampur declined by 6 points each, for Gauhati by 5 points and for Monghyr and Silchar by 4 points each. The index numbers for Ludhiana and Delhi appreciated by 6 and 4 points respectively. The index numbers for 9 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for January, 1959, are given below, only those for Delhi relate to February, 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline the number is given with a minus sign.

## Delhi

The index number further appreciated by 4 points continuing the rising tendency noticed last month and stood at 126 during February 1959. The food group index number advanced by 7 points mainly due to a rise in the prices of rice (17), wheat (15), dal masoor (14), dal moong (9), dal arhar (10), ghee pure (2), ghee vegetable (7), turmeric (9), and mustard oil (6). The fuel and lighting group index number appreciated by 3 points due to a rise in the prices of charcoal (28) and mustard oil (6). The clothing group index number advanced by 1 point as a net result of a rise in the prices of long cloth (6) and coating (14) and a fall in the price of dhoties (-6). The miscellaneous group index number remained stationary.

## Jamshedpur

The index number receded by 6 points continuing the downward tendency noticed since October, 1958 and stood at 115. The food group index number receded by 8 points mainly due to lower quotations for rice coarse (-7), rice medium (-14) and potatoes (-20). The other group index numbers remained stationary.

## Jharia

The index number receded by 1 point after having remained stationary during the preceding month and stood at 113. The food group index number receded by 1 point mainly due to lower quotations for potatoes (-54). The other group index numbers remained stationary.



*Dehri-on-Sone*

The index number receded by 2 points continuing the downward tendency noticed since November, 1958 and stood at 100. The food group index number receded by 3 points mainly due to lower quotations for rice coarse (-6), rice medium (-6), potatoes (-30) and chillies (-15). The fuel and lighting group index number advanced by 1 point due to an increase in the price of kerosene oil (4). The miscellaneous group index number advanced by 2 points mainly due to higher quotations for bidies (15). The clothing group index number remained stationary.

*Monghyr*

The index number receded by 4 points continuing the downward tendency noticed since October, 1958 and stood at 89. The food group index number declined by 5 points mainly due to lower quotations for rice (-6), atta and wheat (-7), maize (-3), dal arhar (-7), Milk (-6) and potatoes (-37). The clothing group index number declined by 1 point mainly due to a fall in the prices of dhoti (-3), shirting (-3) and coating (-2). The miscellaneous group index number advanced by 3 points mainly due to higher quotations for soap-washing (5) and tobacco (18). The fuel and lighting group index number remained stationary.

*Cuttack*

The index number receded by 3 points after having remained almost stationary during the preceding month and stood at 113. The food group index number declined by 5 points mainly due to lower quotations for rice coarse (-10), rice parched (-7), rice beaten (-3), fish (-6), potatoes (-57) and arum (-33). The fuel and lighting group index number advanced by 2 points mainly due to higher quotations for kerosene oil (8). The miscellaneous group index number advanced by 1 point mainly due to higher quotations for pan (3). The clothing group index number remained stationary.

*Berhampur*

The index number receded by 6 points having remained almost stationary during the preceding month and stood at 114. The food group index number declined by 8 points mainly due to lower quotations for rice (-14) and potatoes (-64). The fuel and lighting group index number advanced by 3 points mainly due to higher quotations for firewood (4). The clothing group index number declined by 4 points mainly due to lower quotations for sarees (-2) and shirting (-11). The miscellaneous group index number remained stationary.

*Gauhati*

The index number receded by 5 points continuing the downward tendency noticed since October, 1958 and stood at 94. The food group index number receded by 9 points mainly due to lower quotations for rice (-19) and potatoes (-20). The miscellaneous group index number advanced by 1 point mainly due to an increase in the price of tobacco (19). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Silchar*

The index number receded by 4 points continuing the falling tendency noticed last month and stood at 104. The food group index number declined by 5 points mainly due to lower quotations for rice (-11), onions (-23) and fish (-9). The other group index numbers remained stationary.

**Tinsukia**

The index number advanced by 1 point reversing the downward trend noticed since October, 1958 and stood at 115 The food group index number advanced by 2 points mainly due to higher quotations for rice (5). The miscellaneous group index number receded by 1 point due to a fall in the price of pan (-13) The index numbers for the fuel and lighting and the clothing groups remained stationary

**Ludhiana**

The index number advanced by 6 points continuing the rising tendency noticed last month and stood at 106 The food group index number advanced by 8 points mainly due to higher quotations for wheat (19), wheat flour (21), milk (7), onions (29) and chillies (7) The miscellaneous group index number appreciated by one point due to a rise in the price of tobacco (3) The fuel and lighting and the clothing group index numbers remained stationary

**Akola**

The index number remained stationary at 107 The food group index number receded by 1 point mainly due to lower quotations for guar (-2) dal tur (-7) and potatoes (-43) The fuel and lighting group index number advanced by 10 points mainly due to higher quotations for firewood (11) The miscellaneous group index number declined by 2 points mainly due to a fall in the prices of pan (-9) and supari (-6). The clothing group index number remained stationary.

**Jabalpur**

The index number further receded by 2 points continuing the falling tendency noticed last month and stood at 109 The food group index number declined by 3 points mainly due to lower quotations for rice (-4), milk (-17), oil (-5), and potatoes (-58) The fuel and lighting and the clothing group index numbers receded by 1 point each mainly due to lower quotations for firewood (-2) and long cloth (-3) respectively The miscellaneous group index number declined by 3 points due to a fall in the prices of pan (-10) and supari (-8)

**Mercara (Base. 1953=100)**

The index number receded by 10 points continuing the falling tendency noticed last month and stood at 122 The food group index number receded by 16 points mainly due to a gradual fall in the price of paddy (-36) The other group index numbers remained stationary.

**Bhopal —(Base. 1951=100)**

The index number showed only a fractional rise and remained stationary at 120, when rounded upto the nearest integer The group index numbers also remained stationary.

**Beawar—(Base. August, 1951 to July 1952=100)**

The index number showed only a fractional rise and remained stationary at 109 The fuel and lighting group index number went up by 4 points mainly due to an increase in the price of firewood (4) The miscellaneous group index number receded by 1 point mainly due to lower quotations for biri (-5) The index numbers for the food and the clothing groups remained stationary.

**Satna—(Base: 1953=100)**

The index number receded by 1 point continuing the falling tendency noticed since November, 1953 and stood at 108. The food group index number receded by 1 point mainly due to lower quotations for junahari (-6), til oil (-17), potatoes (-62), and gur (-23). The fuel and lighting and the clothing group index numbers receded by 1 point each due to a fall in the prices of firewood (-3) and dhoties (-3) respectively. The miscellaneous group index number advanced by 3 points mainly due to higher quotations for washing-soap (3) and chewing tobacco (24).

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**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE AUGUST 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for January 1959 and February 1959 were 160.58 and 166.61 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of February 1959 on pre-war August 1939 base may be estimated to be 434.49.

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TABLE 26—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES

(BASE: Shifted to 1949=100)

Name of Centre	January 1959	December 1958	January 1958	Average 1958
MIDDLE CLASS				
1. Calcutta . . . . .	—	—	104	—
2. Asansol . . . . .	—	—	107	—
LOW PAID EMPLOYEES				
1. Visakhapatnam . . . . .	127	132	121	120
2. Eluru . . . . .	126	126	116	120
3. Cuddalore . . . . .	120	123	103	112
4. Tiruchirappalli . . . . .	110	111	101	104
5. Madurai . . . . .	112	116	103	105
6. Coimbatore . . . . .	117	120	110	114
7. Kozhikode . . . . .	111	114	103	106
8. Bellary . . . . .	117	117	113	112
RURAL POPULATION				
1. Adilvaram . . . . .	119	117	115	115
2. Thettangi . . . . .	121	121	124	123
3. Alamuru . . . . .	117	120	110	114
4. Madhavaram . . . . .	107	107	126	118
5. Puhur . . . . .	121	123	114	113
6. Agaram . . . . .	127	127	118	118
7. Thulayanatham . . . . .	104	104	102	103
8. Erodu . . . . .	129	131	124	121
9. Gokilapuram . . . . .	108	108	101	103
10. Kinathukudavu . . . . .	111	110	109	110
11. Guduvancheri . . . . .	99	99	96	93
12. Kunnathur . . . . .	103	103	102	106
13. Koduvall . . . . .	—	102	96	97

TABLE 27—LABOUR BUREAU CONSUMER PRICE

(Base shifted to 1949=100 except

Centres	General					Food group				
	Conversion factor†	Jan 1959	Dec. 1958	Jan. 1958	Average 1958	Conversion factor†	Jan 1959	Dec. 1958	Jan. 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi . . . . .	1 32	122†	118	109	113	1 26	129	124	111	117
Ajmer . . . . .	1 81	107	109	96	103	1 69	112	113	92	104
Jamshedpur . . . . .	1 38	115	121	120	123	1 39	113	121	123	123
Jharia . . . . .	1 59	113	114	105	108	1 69	117	118	108	112
Pahn on Sone	1 70	100	102	99	104	1 80	97	100	96	103
Manikpur . . . . .	1 71	89	93	96	102	1 89	83	90	93	101
Cuttack . . . . .	1 47	113	118	110	116	1 53	119	115	108	115
Berhampur . . . . .	1 54	114	120	111	115	1 60	117	125	114	120
Coochbehi . . . . .	1 28	94	96	103	103	1 29	94	103	108	109
Silchar . . . . .	1 38	104	108	101	107	1 41	104	109	100	107
Tinsukia . . . . .	1 10	115	114	116	118	1 13	113	111	117	118
Ludhiana . . . . .	1 64	106	100	92	96	1 77	108	100	85	93
Akola . . . . .	1 68	107	107	96	101	1 92	98	99	88	92
Jabalpur . . . . .	1 51	109	111	107	109	1 52	108	111	100	105
Kharagpur . . . . .	1 37	106P	116	101	113	1 42	104P	118	98	113
*Mercuria . . . . .	—	122	132	114	121	—	129	143	119	127
*Plantation Centres . . . . .	—	121	120	122	113	—	121	121	112	112
*Bhojpal . . . . .	—	120	120	109	111	—	117	117	88	103
*Banswar . . . . .	—	109	109	94	100	—	109	109	82	89
*Satna . . . . .	—	108	109	93	104	—	107	108	91	102

Source: Labour Bureau.

†Feb. 1959 index figure 126

‡To obtain the index on original

The original base for centres marked with an asterisk Vaythara and Valparai, January to June 1949 =100

## INDEX NUMBERS FOR WORKING CLASS

for centres marked with an asterisk).

## Numbers

Fuel and lighting group					Clothing Bedding and Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base: 1944 = 100) for January 1959
Con- ver- sion factor†	Jan. 1959	Dec. 1958	Jan. 1958	Aver- age 1958	Con- ver- sion factor†	Jan. 1959	Dec. 1958	Jan. 1958	Aver- age 1958	Con- ver- sion factor	Jan. 1959	Dec. 1958	Jan. 1958	Aver- age 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
1 81 1 65	81 102	80 102	76 90	74 93	1 25 1 83	152 94	152 94	139 101	145 97	1 48 1 64	111 104	111 108	110 112	111 113	160.58; 172 95
1 68 1 28	104 83	104 83	100 83	104 83	1 18 1 08	139 99	139 99	127 106	132 99	1 49 1 83	120 90	120 99	115 92	117 93	158 68 179 12
1 47 1 31	95 76	97 76	102 85	98 83	1 31 1 29	113 116	113 117	113 119	113 119	1 83 1 31	107 112	101 109	104 101	100 105	169.88 152 84
1 40 1 56	106 102	104 99	97 80	100 91	1 30 1 28	111 101	111 105	116 104	112 105	1 43 1 40	137 112	136 112	126 112	135 112	168.02 175 71
0 67 1 59	139 105	139 105	141 100	141 103	2 15 1 35	64 125	61 122	65 122	65 122	1 40 1 17	90 90	89 90	89 102	89 100	119 75 143 05
0 58 1 57	100 73	100 73	94 74	98 74	1 33 1 02	134 154	134 154	131 161	133 155	1 11 1 76	120 94	121 93	111 90	114 93	126 23 173 10
1 96 1 43	126 103	116 104	98 110	103 105	1 05 1 23	144 111	144 115	143 109	143 110	1 32 1 78	112 111	114 114	107 124	114 124	179 26 164.53
1 14 —	130 111	120 111	124 107	128 109	1 25 —	99 106	99 106	101 102	102 105	1 42 —	114 104	114 104	111 102	112 103	145.07(P) ..
— —	— 119	— 119	— 121	— 121	— —	139 113	138 113	133 111	136 114	— —	110 142	108 142	105 128	105 136	.. ..
— —	181 92	177 91	158 96	164 98	— —	119 109	119 110	117 109	118 109	— —	119 128	111 125	101 111	105 110	.. ..

†Feb. 1959 index figure 160.61  
 base the figures given above should be multiplied by the conversion factor.  
 in as follows—Mercara : 1957-100, Plantation Centres, (Comprising Gudalur, Kullakamby,  
 Bhopal, 1951-100, Beawar August 1951 to July 1952-100 and Satna 1953-100

## Retail and Wholesale Prices

## PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JANUARY, 1959

(BASE 1949=100).

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of January, 1959, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of January 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State	Names of the commodities and variations in their price relative in brackets.
(1)	(2)
<i>Urban Centres</i>	
<i>Bombay—</i>	
Surat . . .	Arhar Dal (—13).
Dohad . . .	Wheat (10), Gur (—10), Onions (—20), Kerosene oil (10) Supari (—23).
<i>Bihar—</i>	
Patna . . .	Gur (—11), Onions (—44), Potatoes (—35), Hair oil (—10) Pan (—14).
<i>Mysore—</i>	
Habli . . .	Onions (—20).
<i>Punjab—</i>	
Amritsar . . .	Wheat (19), Gram (18), Potatoes (—45).
<i>Uttar Pradesh—</i>	
Lucknow . . .	Wheat (11), Gur (10), Meat (—12), Onions (—37), Potatoes (—52), Pan (28).
Agra . . .	Wheat (10), Gram (12), Gur (10), Potatoes (—25), Soapwashing (—16), Pan (65).
Bareilly . . .	Onions (—15), Potatoes (—30), Pan (11).
Banaras . . .	Moong Dal (—13), Potatoes (—31).
Meerut . . .	Wheat (11), Gram (14), Gur (13), Onions (14), Potatoes (—27), Pan (11), Supari (—12).

(1)	(2)
<i>West Bengal—</i>	
Howrah . . .	Wheat (—10), Rice (—14), Ghee Vanaspathi (—10), Chillies (13), Onions (—17), Potatoes (—43), Hair oil (—19)
Budge-Budge . . .	Rice (—32), Gram Dal (14), Arhar Dal (12), Potatoes (—19)
Kankunara . . .	Wheat (—19), Rice (—37), Potatoes (—41), Pan (12)
Raniganj. . . .	Rice (—12), Chillies (33), Potatoes (—33), Pan (12)
Calcutta . . . .	Rice (—32), Gram Dal (11), Potatoes (—33).
Gauripore . . . .	Rice (—29), Onions (—22), Potatoes (—59).
Serampore . . . .	Rice (—41), Onions (—12), Potatoes (—51), Kerosene oil (45), Hair oil (—17).
Kanchrapara . . .	Gram (10), Fish (10), Potatoes (—35), Kerosene oil (32), Hair, oil (10).
<i>Rural Centre</i>	
<i>Assam—</i>	
Majhang . . . .	Our (—12), Pan (—14).
<i>Bihar—</i>	
Teghra* . . . .	Fish (—16), Onions (—29), Potatoes (—33), Pan (15).
<i>Bombay—</i>	
Lokh . . . . .	Kerosene oil (16).
<i>Madhya Pradesh—</i>	
Multaji . . . . .	Jowar (—17).
Salamatpur . . . .	Moong Dal (—12), Gur (—14).
<i>Mysore—</i>	
Kudchi . . . . .	Salt (—22), Chillies (19), Onions (—12).
<i>Orissa—</i>	
Bambra . . . . .	Kerosene oil (16), Supari (10).
Muniguda . . . . .	Salt (—10), Onions (12).
<i>Rajasthan—</i>	
Nana . . . . .	Barley (10), Tobacco (17).
<i>Uttar Pradesh—</i>	
Shankargach . . . .	Our (—12), Edible oil (—10).

\*Base 1956 = 100.



TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JANUARY, 1959

(Base: 1949=100)

Items	Surat (Bombay)	Dahad (Bombay)	Patna (Bihar)	Hubli (Mysore)	Aurangabad (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge Budge (West Bengal)	Kankinara (West Bengal)	Rangpur (West Bengal)	Calcutta (West Bengal)	Gauripur (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>Cereals—</b>																
Wheat	168	163	88		126	116	125	124	105	125	96	87	87	60	87	94
Rice	161	121	92	113		77	75	75	74	80	136	109	120	123	120	123
Gram			117		235	158	162	159	151	149	122	116	71	112	100	92
Jowar	124			121					78	85						
Barley			112			140	122	138	117	113						
Maize		107	125													
Chattoo			100								83	84	122	103	95	104
<b>Pulses—</b>																
Moong Dal	92	164		151	115	91	103	97	102	109	111	104	124	110	105	132
Mash Dal	96				97	121	117	108	118	110						
Gram Dal	81	106		113							116	110	115	105	114	102
Arhar Dal	96		138	133	132	154	153	165	147	141	125	141	108	124	110	134
<b>Other Food Articles—</b>																
Sugar	107	115	109	106	115	113	114	113	115	113	119	115	116	113	114	110
Gur	91	83	104		115	85	96	85	58	98	87	85	88	85	77	64
Ghee			109		126	88	86	88	90	89	91	91	81	84	85	80
Vanaspathi																
Ghee Pure	96	96	102			93	99	90	86	92	100	91	105	127	113	80
Edible Oil	96	82	90	86	85	82	82	95	87	85	76	80	70	79	70	76
Tea	121	126	123	120	120	123	129	128	130	120	128	123	100	130	134	124
Salt	48	125	75	108	50	60	73	69	64	75	109	100	100	100	100	92
Chillies	88	100	99	119	64				62	91	98	80	83	117	87	74
Turmeric		48			38				53	56	50	61	58	56	53	48
Meat	97	119	93	121	114	114	100	110	91	110	90	97	92	92	90	67
Fish			96								103	110	108	92	102	96
Onions	69	100	90	100	60	63	68	71	63	80	64	76	86	77	90	85
Potatoes	111		54	108	53	56	62	85	46	56	49	75	57	53	63	56
Milk	90	83	89	95	71	87	86	119	100	91	109	99	96	99	101	113
<b>Fuel and Lighting—</b>																
Firewood	113	80	71	100	76	75	83	99	84	97	80	95	91		71	97
Match Box	120	86	86	120	120	140	150	120	140	120	120	120	100	100	120	120
Kerosene oil	119	120	89	117	93	120	104	104	104	93	100	100	100	59	100	
<b>Miscellaneous—</b>																
Bidia	100	100	123	100	100	133	133	92	100	133	107	107	107	100	100	100
Tobacco	129		81	91	102	101	135	94	74	94	128	101	123	84	107	81
Soap Washing	112	100	61	106	98	138	88	74	57	107	101	88	78	86	99	66
Hair Oil	113	110	100	103						119	147	123	142	129	143	143
Pan		86	115	110		121	149	68	25	64	142	133	107	139	115	109
Supari	158	169	174	138		226	232	242	173	219	242	247	217	233	227	250

Source—Labour Bureau.

TABLE 28—contd.

Items	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
		Serampore (West Bengal)	Kanchrapara (West Bengal)	Krishna (Andhra Pradesh)	Maibang (Assam)	Thega (Bihar)*	Lakh (Bombay)	Mulga (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kodchi (Mysore)	Malur (Mysore)	Bumra (Orissa)	Munguda (Orissa)	Nana (Rajasthan)	Shankargarh (Uttar Pradesh)
<i>Cereals—</i>															
Wheat		87	87			127			101					77	110
Rice		109	127	134	130	122		144	95	124	172	125	73		89
Gram		124	129			129					74				152
Jowar				133		103	157	75		115					114
Barley						123								77	132
Maize						108								53	
Chattoo		105	105			145									
<i>Pulses—</i>															
Moong Dal		107	130			124			196		84		147	68	
Mash Dal						160		98							123
Gram Dal		111	108	105		148	99			108				87	
Arhar Dal		151	146	122	84	150	119	123	155	150	90	109	132		150
<i>Other Food Articles—</i>															
Sugar		110	106	100	96	119			95	95	107	108	158	106	110
Gur		102	00	80	107	148	102	02	111	02	93	85		06	86
Ghee Vanaspati			87			101									
Ghee Pure		80	06	119		07		105	119				101	112	
Edible Oil		81	65	98	109	92	90	83	83	95	256	80	98	78	82
Tea		123	130	110	137	108	126	128	119	136	132		132	112	
Salt		100	92	75	86	92	69	80	90	67	90	63	60	120	82
Chilies		05	92	154	04	81	114	88	91	158	132	130	127	86	72
Turmeric		54	63	86	88	45	52	64	70	61	147	53	106	51	54
Mont		109	102	160		07		151						100	
Fish		08	95		123	122									
Onions		81	84	83	03	119			110	94	113	80	125		07
Potatoes		57	57		117	140					69				
Milk		106	250	139		100	48	109	155	92	100	125	102	100	93
<i>Fuel and Lighting—</i>															
Firewood		88	112												
Match Box		120	129	80	100	120	190	140	100	125	120	120	120	100	100
						(P)		(P)							
Kerosene Oil		145	132		119	112	119	100	122		89	128	75	123	100
<i>Miscellaneous—</i>															
Bidis		129	123	136	89	100	106		100	119	100	100	106	119	100
Tobacco		118	99		70	75		182			131	68		145	90
Soap Washing		91	86	107	69	112	156	218	300	100	417	150	75	97	88
Hur Oil		121	165	93		148	127			122	61	110	126		
Pan		138	138		71	86									
Supari		223	261		229	187		262	226		169	230			197

\*Base : 1956 = 100.

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base, 1952-53=100)

1	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year Aug.'39=100)†
2	3	4	5	6	7	8	
1953* Average . .	100	96	109	110	100	105.6	401.0
1954 Average . .	84	66	98	104	100	99.6	379.1
1955 Average . .	73	56	85	97	99	91.6	348.9
1956 Average . .	92	78	99	113	105	102.6	390.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	115	108	111.0	422.5—
1958—							
January . .	97	80	103	114	108	105.0	403.4
February . .	95	76	101	111	108	104.7	398.5
March . .	95	78	102	111	108	105.4	401.2
April . .	97	82	105	114	108	107.4	408.8
May . .	99	82	107	114	108	108.2	411.8
June . .	106	91	113	115	108	111.7	425.1
July . .	110	100	118	118	108	114.7	436.5
August . .	114	102	120	119	109	116.0	441.5
September . .	115	105	121	119	109	116.5	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	109	114.0	433.9
December . .	105	111	113	113	108	111.4	424.0
1959—							
January . .	105	117	114	114	108	112.3	427.4

\*Average of 9 months ending December.

†Figures have been obtained on the basis 100 of the new series = 380.6 (being the average 1952-53 of the old series).

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industries, Govt. of India.

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## SOME FACTORS AFFECTING ABSENTEEISM

SHRI R. P. BILLIMORIA\*

*Introduction*—"I don't feel like working—I won't go to work today". The study of the reasons behind such statements by workers is interesting and useful in the context of rapid industrialisation which is taking place in all Asian countries. We often hear in respect of a chronic absentee that, "He is born lazy and hates to work". This, however, is not true. Prof. Donald Hebb reports of an experiment in which college students who needed money were offered \$20 a day to submit themselves to the following conditions: they were to lie on a comfortable bed for 24 hours a day, of course, they would be permitted to get up for their meals and for attending to bodily needs but for the rest of the time they would do literally nothing. Few of the human guinea pigs could endure these conditions for more than two or three days. The upper limit was six.<sup>1</sup> The students who were paid to do nothing developed, after a short time, the craving to be exposed to any form of patterned stimulation and they turned from this 'job' to one that paid much less but demanded much more in the way of physical and mental effort. Similarly, the chronic absentee is not craving for a life of ease. He would always choose stimulating activity in preference to a life of cushioned indolence. He is, however, faced with two conflicting choices, namely, to do a particular work on a particular day or to avoid it. He chooses the latter. Having taken this decision he often tries to rationalise his action. He forgets that his absence is very often a form of expression of his aversion to the demands of the current situation. Doubtless, it may be the end result of many factors, some within, and others beyond his control, but the dominant role of the human element is beyond question. It is for the line supervisor, the personnel manager and the expert on industrial medicine to get together, study this human element and offer counsel wherever possible.

Only some of the many and varied factors affecting absenteeism are discussed in this article. A wide berth will be given to some of the purely environmental factors on which there is sufficient literature available and which fall well within the purview of the medical speciality.

At this stage, it is necessary to define two terms which are frequently used here, namely, *absenteeism*, and *chronic absentee*. Absenteeism is taken to mean man-shifts lost by workers (below the rank of assistant foreman) due to avoidable or unavoidable reasons and without obtaining the prior permission of the superior officer. A worker who absents himself for more than two days in three consecutive months, is termed as a *chronic absentee*.

\*Management Research Officer, The TISCO, Ltd., Jamshedpur

<sup>1</sup> Hebb Donald Olding, A text book of psychology, New York: W B Saunders

## WORKER IN HIS WORK-UNIT

There are several factors which operate within the four walls of a factory and which directly affect absenteeism.

**Induction**—Induction is a technique by which a new employee is rehabilitated into the changed surroundings and introduced to the practices, policies and purposes of the organisation.\*

**Case Study (1)**—A newly recruited worker in a factory started absenting himself frequently during the nightshift. There was no induction programme in the factory. One of his older colleagues tackled him and asked him the real cause of his frequent absence from work. The youngster replied "You see I am new to the place I am not fully conversant with my job, the working of the department, the movement of cranes, etc This makes me feel a bit scared working at night".

The fears expressed by this youngster may seem trivial to the veteran worker who understands his job content and has grown wise by a process of trial and error, but they are very much real to a new recruit, who in the absence of an induction programme, learns everything new at some cost—the cost of his self-respect or the danger to life and limb. It is not very expensive to institute a modest induction programme covering the following items: (i) Tour of the department showing the part that the employee's job plays in obtaining the end product, (ii) instruction in the method of clocking 'in' and 'out', (iii) wages, bonuses and other remuneration peculiar to the department, (iv) safety measures—arrangements for the issue of safety appliances, (v) site of the lavatory and wash house; (vi) meal breaks and use of canteen; (vii) grievance procedure, joint consultation machinery and the suggestion box system; (viii) company rules and regulations such as, line of acting and promotion; (ix) educational and training facilities, and (x) welfare activities sponsored by the Company.

**Job Content**—The nature of the job and whether the worker likes his job or not are also significant factors affecting absenteeism. Table No 1 below gives an analysis of absenteeism among telephone operators of a manual exchange of 1,500 lines in relation to their attitude towards the job.

TABLE No. 1<sup>4</sup>

*Analysis of absenteeism in relation to attitude to the job in a Telephone Exchange*

Reaction	No of operators	Total Number of days absent in 1956			Percentage to total
		With pay	Without pay	Total	
Liked job . . .	14	348	78	426	28.1
Disliked job . . .	26	776	316	1,092	71.9
Total sample .	40	1,124	394	1,518	100.0

\* R. P. Billimoria, "Induction in Industry", *TISCO*, Vol 1 No. 1 (January 1953), pp. 35-43.

\* From the author's diary

\* A. S. Sarkar, "A Survey of Absenteeism of the Telephone Operators in TISCO", April 1958, Unpublished thesis of the Xavier Labour Relations Institute, Jamshedpur.

The figures show that dislike for the job has a definite influence on absenteeism. A proper recruitment procedure should first be introduced to employ the right man for the right job. It may not always be possible to dole out jobs according to likes and dislikes nevertheless, it should be possible for the industrial physician and the personnel manager to make some shifting possible by mutual consent or when fresh vacancies occur. Of course, there would be certain difficulties depending on the nature of skill and dexterity required in different jobs, seniority rules and acceptability to line supervision. At the same time we should not forget that a chronic absentee or a man who does not like his job is a definite drag on the efficiency of the organisation and something should be done about it.

The reasons for the likes and dislikes of chronic absentees were a subject of study in a department producing sheets in a steel industry. The following table indicates responses classified on the basis of the chronic absentee's reaction to his job.

TABLE No. 2<sup>1</sup>

*Classification of chronic absentees (in a department producing sheets in a steel plant) in relation to apathy/interest in job*

Chronic absentees	Reasons for apathy due to					Reasons for interest due to				
	Motivations	Unskilled work	Lack of prospects	Poor supervision	Hazards	Nature of work	Skill required on job	Fair prospects	Good supervision	Safe working conditions
Number	96	66	77	17	82	14	44	33	93	28
Percentage	87.3	60	70	15.7	74.5	12.7	40	30	84.7	25.5

A number of such studies should be conducted and the findings should be discussed frankly by line supervisors, personnel managers and the industrial physician. Discussion in a joint consultative committee would also bring out suggestions for the remedial action, unearth lacuna in supervision and working conditions.

**Case Study (2)**—In a steel rolling mill it was found that a particular worker who showed little interest in his job, was in the habit of suddenly absenting himself on one pretext or another when difficult sections such as sleeper bar were on the rolling programme. In rolling such sections, it is essential to take great care in the setting of the rolls, the lengths to be cut and the segregation of separate casts. This means fairly heavy work for everyone in the mill during the shift. The worker who has little interest in his job would be inclined to avoid this as far as possible. On the other hand, some one interested in his job and eager to catch the eye of his superior, would go out of his way to tackle such difficult assignment.

<sup>1</sup> R. Jayaraman, "An experimental survey of absenteeism in Sheet Mills. The Tata & Steel Co., Ltd., Jamshedpur", April 1958, Unpublished thesis of the Xavier Labour Relations Institute, Jamshedpur.



The obvious solution in such cases is to ensure proper placement, encourage a person to have pride in his workmanship, and, if this is not successful, resort to firm action to replace the recalcitrant individual or see that he follows rules and regulations.

**Shift-work**—Working in rotating shift is a very important factor affecting absenteeism. It is hardly necessary to crowd this article with statistics which go to show that absenteeism is definitely on the increase in night shift. This is unavoidable due to the laws of nature. All that can be done is to keep it under check. Here is another case where workers' representatives, line supervisor, personnel managers and occupational health experts should get together to find a way. In one case, it was found that improving the internal illumination of the factory and providing tea or coffee during two breaks in the night, not only had a significant effect in reducing absenteeism, but what is more prevented a lot of workers from dozing on their jobs.

**Worker and his Colleagues**—Man is a social animal with a well-developed gregarious instinct. The worker is no exception. It is true that one of the primary reasons for his going to work is economic—that of earning his livelihood. Nevertheless those with whom he works, play a very important part in his attitude towards his job, which in its turn, affects absenteeism.

**Case Study (3)**—The worker was prone to colds and his wife discouraged him from going to work when he had a cold, particularly in the night shift. He was well adjusted with his colleagues in the shift, many of whom were close personal friends. A slight cold or indisposition would never make him absent from his work in spite of the repeated protests from his wife. He would tell her "I forget about colds and fevers while working in the company of friends". On one occasion, because of shortage of staff, he was marked out to work in night shift for five days with another group. On the second night, without any prompting from his wife he said he was "coming in for a slight cold" and would not go to work!<sup>1</sup>

There are innumerable cases of this type in factories. A worker cannot, however, permanently absent himself because of change of shifts, neither can the employer penalise him for a casual absence. But such individual instances do multiply and affect the efficiency of a department. The line supervisor should spot the new comer to his shift, welcome him and introduce him to a few of his colleagues, thus making him feel at home and wanted. This midget-induction of temporary new-comers will pay handsome dividends. There will also be several cases of major friction between one worker and another in a shift on in a work unit. This cannot be entirely avoided but an understanding line supervisor or personnel manager can keep such friction within tolerable limits and see that it does not affect the work.

**Worker and his Supervisor**—Volumes have been written about liaison between worker and supervisor. Such liaison has significant effect on absenteeism. Cases are not wanting where one particular foreman has been able to command the respect and rouse the enthusiasm of large groups of men.

him, whereas they would try and find out numerous causes for staying at home when they have to work with another foreman who is particularly repulsive to them

It is not intended to convey the impression that all workers are angels and it is the supervisor who is to be blamed. There are, doubtless, a few workers who are abnoxious and who would love to create an incident but such men are usually kept in check by the pressure of group opinion. In the case of the supervisor, however, he stands relatively alone. By the very nature of his employment, he is an imposed leader on the working group. It is, therefore, extremely necessary that in his selection, placement and training, due emphasis is given to the fact that his success will depend upon effective co-operation with the working group. For ensuring rapport between the supervisor and his working group thus reducing absenteeism, it is necessary to adopt the following measures: (i) Supervisor should be invested with authority commensurate with his designation and responsibility, (ii) management decision on labour matters should first be communicated to the workers by their supervisor, (iii) in all inquiries the supervisor's statement should be given full consideration and if his decision is to be reversed, for some reason, he should be appraised of the full facts of the case and associated with the final decision, (iv) there should be effective two-way channels of communication between the supervisor and top management and he should always be in the picture when workers' problems are being handled, (v) trade union leadership should agree not to indulge in public criticism of individual supervisor, and (vi) by action, explicit and implicit, top management should make the supervisor feel that he is a respected and valued member of the management team.

**Wages and Incentives**—In the factory, mentioned in Table 2, it was found that in the lower wage groups, that is, those getting a total income of Rs 150 per month and below, the percentage of chronic absentees was more than in the higher wage groups. A large majority of such absentees had put in less than ten years' continuous service with the firm and 66 per cent of the chronic absentees were below the age of 35. More than 60 per cent felt their work to be of a monotonous nature and lacking better prospects. 66 per cent were addicted to drink. The factors responsible for the high percentage of chronic absentees in the lower income group of workers in the factory were: (i) Age—those in the age group 26—35 had the worst record; (ii) length of service—those who had put in less than 10 years' service were the major culprits; (iii) lack of education proper training and better prospects (iv) monotonous nature of work, (v) indebtedness; (vi) sickness (personal as well as in the family) (vii) addiction to drink and other vices, (viii) lack of proper residential accommodation and distance of residence from place of work.

As in other cases the causes themselves suggest remedies which an enlightened employer can largely implement in consultation with various staff agencies and the trade union.

Many industries have introduced schemes of payment by results, such as piece-rate schemes, and good attendance payments. Such schemes will only succeed in providing incentive for work if (i)

\* R. P. Billmoria, "The Role of the Supervisor", *TISCO* (October 1956), pp. 182-88

they are simple enough to be thoroughly understood by each and every worker, (ii) the worker is educated enough to feel the need for the additional income to satisfy his increasing wants; (iii) the monetary incentive is substantial enough to merit the extra burden of work, and (iv) there is sufficient control over the market to see that additional earnings are not siphoned away into the pockets of the profiteers

In the case of under-developed regions, it is erroneous to presume that a wage increase invariably leads to higher real earnings. In a particular section of the coal mining industry in this country, it was found that a wage increase led to increased absenteeism, the worker being content to earn the same amount as in the past by putting in lesser effort and time on his job

**Supersession and Absenteeism**—In factories, particularly the larger ones, supersession is sometimes inevitable. The number of higher posts is small as compared to the claimants. Nor can promotions always be effected on the basis of seniority. At the most, a certain weightage could be given to this factor for lower echelon posts. By and large, for the higher posts the best man for the job is the only logical choice. If the claims of the senior man are thus by-passed, he becomes a nucleus of dissatisfaction. He is very often unable to accept his own incompetence and the management's choice. If he has to take orders from his former subordinate, he may consider himself humiliated and lose all interest in his job. Chronic absenteeism is one of the results of this attitude.

The remedy is neither simple nor ready-made. It calls for great understanding on the part of the line supervisor concerned who should go out of his way to assure the aggrieved worker that it was not an act of bias, that the policy of the company was fair and objective in the matter of promotions and that if he improved on his performance or gained further qualifications, he could also look forward to future promotions. What is most important, the management should lay down a fair and objective promotion procedure, give it wide publicity and follow it consistently without differentiation or favouritism. Management should also make sure of having effective procedures for merit-rating or appraisal before talking of 'placing the best man in the right job'.

**Late-coming**—Late coming is another problem akin to absenteeism, in that it creates buffer-zones of inactivity in between shifts and meal-breaks. It lowers the morale of the whole work-group if not promptly brought under control. Punctuality is ensured more by example than by precept. Firstly the management should lay down a firm time-keeping procedure. The punching clock is hard to beat as a good tool for time-keeping. Secondly, it should be dinned into the heads of all supervisors and executives that status does not confer the privilege of ignoring time-keeping regulations. Status may be given due recognition through publicity, expense accounts, and company limousines, but time-keeping is a matter of business honesty, applicable to office-boy and president alike, and to be dealt with in the same detached manner in which one would expect to get full value of change while cashing a currency note. In this, as in all other matters, the good old maxim as above, so below holds true. The top executive can really make punctuality contagious.

We have discussed a few of the many factors concerning the workers and his job-content which affect absenteeism. A common strain that emerges is the need for a shop floor study to analyse the causes and then pool the knowledge of the different specialists, and the experience of the workers themselves, for finding a solution. The suggestion box scheme, for example, in many an organisation would show that workers very often put forward suggestion for improvements, change of location, and modification of machines and working places, which go a long way in making a job easier to perform, thus reducing absenteeism.

#### WORKERS OUTSIDE HIS WORK-UNIT

Some of the factors such as residential accommodation and distance from the place of work which affect absenteeism are now considered in some detail.

*Residential Accommodation and Distance from Work-Place—* Lack of suitable residential accommodation and increased distance from the work place are factors which contribute to increase absenteeism. The following table refers to the nature of residential accommodation of chronic absentees in the case of a factory referred to in Table 2.

TABLE No 3'

*Classification of Chronic Absentees (in a Department producing sheets in a Steel Plant) in relation to nature of Residential Accommodation*

Accommodation of chronic absentees	Chronic Absentees	
	Number	Percentage
Company's house allotted to the worker . . . .	28	25.4
Company's house allotted to co employees . . . .	9	8.2
Private house/rooms rented . . . . .	49	36.4
House owned by workers . . . . .	33	30.0
Total Sample . . . . .	110	100.0

It will be seen that nearly one in four of the sample has a Company-allotted house to himself. The remaining respondents reside either in their own house or as tenants.

The following table indicates the distribution of the chronic absentees in the same factory with reference to the distance of residence from the place of work.

' R. Jayaraman, "An Experimental survey of Absenteeism in Sheet Mills, The Tata Iron & Steel Co. Ltd., Jamshedpur", April 1958, Unpublished thesis of the Xavier Labour Relation Institute, Jamshedpur.

TABLE No. 4<sup>a</sup>

*Classification of Chronic Absentees (in a Department producing sheets in a Steel Plant) in relation to distance of Residence from place to work*

Distance of residence from place of work	Chronic Absentees	
	Number	Percentage
Less than one mile . . . . .	15	13.6
Between one and two miles . . . . .	41	37.3
Over two miles . . . . .	54	49.1
Total sample . . . . .	110	100.0

It will be seen from this table that nearly half of the chronic absentees come from distance exceeding two miles. Hence it would not be wrong to presume that distance from the place of residence is a very significant contributory factor to increased absenteeism.

The following table indicates the means of conveyance of chronic absentees from their residence to their place of work in the same factory.

TABLE No. 5<sup>a</sup>

*Classification of Chronic Absentees (in a Department producing sheets in a Steel Plant) in relation to Nature of Conveyance*

Conveyance	Chronic Absentees	
	Number	Percentage
On foot . . . . .	67	60.9
Bicycle . . . . .	40	36.4
Bus . . . . .	3	2.7
Total sample . . . . .	110	100.0

It will be seen that 60 per cent of the chronic absentees have no conveyance while the remaining use cycles and a very small percentage uses the bus. Thus, it is obvious that lack of proper transportation facilities and/or lack of purchasing power of chronic absentees who go in for cheap vehicles of transportation are among the many reasons which contribute to their absenteeism. Here again, the analysis suggests the remedy.

**Weather**—This factor is referred to only in passing because considerable work has been done in the field of occupational health in studying the impact of weather and allied conditions such as temperature and humidity, in relation to absenteeism, particularly in tropical countries. In India, the Ahmedabad Textile Industries Research Association and the Society for the Study of Industrial Medicine have done some work in this field.

**Family and Social obligations**—Family obligations play a very important part in the life of the Asian worker. In India, in particular, we have the prevalence of the joint family system amongst many of the workers. This imposes a considerable responsibility on the earning members. In the industrial belt of Bihar and Bengal, it was found that the partition of the country in 1947, led to an increased burden on the worker in that many of his relative refugees from East Bengal came to his door step and had to be provided for. The following table shows the number of family members of chronic absentees in the factory mentioned in Table 5.

TABLE No 6<sup>10</sup>

*Classification of Chronic Absentees (in a Department producing sheet in a Steel Plant) in relation to number of family members*

Number of family members		Chronic Absentees	
		Number	Percentage
One	(1)	1	9
Two	(2)	0	8.1
Three	(3)	13	11.8
Four	(4)	12	10.9
Five	(5)	24	21.8
Six	(6)	19	17.3
Seven	(7)	19	17.3
Eight	(8)	6	5.5
Nine	(9)	4	3.7
Ten	(10)	1	.9
Eleven	(11)	—	—
Twelve	(12)	2	1.8
		110	100.0

<sup>10</sup> Ibid.

It will thus be seen that 56.4 per cent. of the chronic absentees have families consisting of five to seven members. It was further decided to investigate the number of earning members in the family. The results are given in the following table:—

TABLE No 7<sup>11</sup>

*Classification of Chronic Absentees (in a Department producing sheets in a Steel Plant) in relation to number of Earning Family Members*

Number of earning family members		Chronic Absentees	
		Number	Percentage
Nil		71	64.6
One	(1)	33	30.0
Two	(2)	4	3.6
Three	(3)	1	0.9
Four	(4)	1	0.9
Total sample		110	100.0

Table No. 7 indicates that while about 65 per cent of the chronic absentees have no earning members in their families, no less than 30 per cent. have one earning member, leading to the obvious conclusion that lower the number of earning members in the family of the chronic absentees, the higher is the absenteeism.

Wives, girl-friends or boy-friends also play some part in contributing towards absenteeism. Particularly in the lower age-groups and amongst the newly weds, the worker prefers to occasionally lay off for obvious reasons. The following table shows the influence of marital status on absenteeism in study of workers in a Telephone Exchange, referred to in Table 1.

TABLE No. 8<sup>12</sup>

*Analysis of Absenteeism in relation to Marital Status in a Telephone Exchange*

Marital Status	Number of operators	Total number of days absent in 1956		
		With pay	Without pay	Total
Married	27	794	306	1,100
Unmarried	10	231	88	319
Widowed	3	99	—	99
Total	40	1,124	394	1,518

<sup>11</sup> Ibid.

<sup>12</sup> A.S. Sarkar, "A survey of Absenteeism of the Telephone Operators in TISCO." April, 1958, Unpublished thesis of the Xavier Labour Relations Institute, Jamshedpur.

From the above table, it will be seen that married operators constitute a large majority. Reasons revealed during the survey were common causes such as sickness, family troubles, social and religious functions. In the same group, namely, the Telephone Exchange, it is interesting to study the breakdown of absenteeism in relation to the age group, as shown in the table given below —

TABLE No. 9<sup>11</sup>

*Analysis of Absenteeism in relation to Age-group of Operators in a Telephone Exchange*

Age Group	Number of Operators	Total Number of days absent in 1956		
		With pay	Without pay	Total
22—27	10	282	162	444
28—33	4	90	31	121
34—39	9	241	50	291
40—45	9	298	41	339
46—51	6	156	83	239
52—57	1	42	27	69
58 and above	1	15	—	15
Total	40	1,124	304	1,518

It will be noted that except for one operator who absented frequently because he had to go to his native place to look after his land and property, those in the age group 22—27 accounted for the maximum of absences. In addition to the common causes which are cited in such cases, some stated that their absences were due to social engagements such as picnics and parties.

So far, family members and friends have been cited as contributory causes to increased absenteeism. It would not be fair to conclude without citing a solitary instance to the contrary.

Case Study 4—For about three years, within the recollection of his colleagues a particular worker was in the habit of absenting himself without information. He got married. For one year thereafter, his attendance record became worse. And then after the first child was born, to everybody's surprise, he became the most regular and punctual worker; he even refrained from taking earned leave. He stayed about seven miles away from the factory and on a particular stormy night, he appeared right on time at 10 pm for his night shift. His colleagues could not restrain themselves any longer and asked him the real reason for this sudden reformation. After a lot of humming and hawing he admitted to a few friends that the trials and tribulations of shift-work were much more preferable to those due to a nagging wife!

<sup>11</sup> *Ibid.*



Literacy—In most of the Asian countries, the standard of education of an industrial worker is very low, leading to poor wages, poor health, low productivity and increased absenteeism. The following table shows the educational standard of the chronic absentees in the factory mentioned in Table 7.

TABLE NO. 10<sup>11</sup>

*Classification of Chronic Absentees (in a Department producing sheets in a Steel Plant) in relation to literacy*

Education	Chronic Absentees	
	Number	Percentage
Illiterate	47	42.7
Primary	57	51.8
Middle School	5	4.6
High School	1	0.9
Total	110	100.0

This table indicates that two chronic absentees in every five are illiterate, and only about 50 per cent have read upto the Middle School standard. It is interesting to note that among the respondents there were none, who had either undergone regular training or apprenticeship course. The conclusion is obvious. It is gratifying to note, however, that in India as well as in other Asian countries there is progressively greater emphasis on providing compulsory and free education and technical training.

Punishment—Very often executives are inclined to look upon punishment as the ideal cure for absenteeism. This is a very important matter which merits discussion. Let us first consider the psychology behind punishment. In spite of the rapid industrialisation and automation all over the world, the line supervisor of today is not an exclusive gadget-man. Above all, he has to so manage his workers that they comply with rules and regulations laid down by the employer in regard to matters such as good time-keeping, fair day's work, safety measures and carrying out orders. If the supervisor is successful in doing this, we can say that he had developed under him a disciplined labour force. A supervisor usually tries to accomplish this by what may be termed as enforced discipline, that is, you set up an external authority and force the employees either by threat of punishment or the lure of reward to obey that authority. Consider the impact of punishment on the mind of a worker. Suppose today you suspend a worker who you know is a chronic absentee, by the act of suspension that you are doing is to make him and his colleagues respond to fear. You are trying to control his conduct with the sword of punishment constantly hanging over his head. You have not struck at the root of the problem. The next time he feels like abscenting himself, he will do so with a carefulness and fineness which will keep him away from the arm of punishment. It is not implied, however, that the right of punishment be withdrawn. It is recognised that there

<sup>11</sup> R. Jayaraman, "An experimental survey of absenteeism in Steel Mills, The Tata Iron and Steel Co., Ltd., Jamshedpur", April 1954, Unpublished thesis of the Xavier Labour Relations Institute, Jamshedpur.

will always be some employees who are anti-social in their behaviour or are habitually malignant and who will respond only to corrective disciplinary action. What is emphasised, however, is that an employer should not try to combat absenteeism purely by the infliction of punishment. Studies into the detailed causes of absenteeism, unguided interviews and counselling would all go a long way in rehabilitating the offender, making him change his habits rather than merely antagonise him by inflicting a punishment.

**Trade Unions**—In cases, where there is no other alternative but punishment, the employer has to face the trade union. Many of the trade unions in Asian countries start off by opposing the punishment on principle, and seeking its reduction. Sidney and Beatrice Webb defined a trade union as "a continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives." Unfortunately, some of the trade unions in many Asian countries are nothing more than continuous agitational units of outsiders inciting employees for their own material or political benefits. In the combat of absenteeism, there is fertile ground for the trade unionist to study the conditions of work in a factory, strive for increased benefits, educate the worker and his family rather than quibble across the bargaining table for reducing punishment.

**Prerequisites**—The factors that contribute towards absenteeism are many. Quite a few of them such as Safety and Health have not been touched upon. The factors mentioned so far go to show that absenteeism, like deafness, is not a disease but a symptom. It has been further emphasised that there are certain elementary prerequisites which would automatically reduce not only absenteeism, but many other disturbing symptoms in the body of an industrial organisation. Such prerequisites are, firstly, an enlightened approach and clean hands on the part of the employer. Secondly, in the treatment of employees, there should be no discrimination and proper rules and procedures should be laid down and followed.

**Role of Specialists**—In this context we would also do well to examine the role of the specialists and the staff agencies. Absenteeism is a problem which can only be tackled by the active co-operation of line management, personnel management and industrial medicine. Unfortunately, there is a tendency for the specialists to retire into the shells of their respective specialities. They submit a learned dissertation, carefully bind it and file it, and perhaps send a copy to the employers. If the employers find it too nebulous for adoption, they raise their eyebrows and say, "Oh you morons! such wisdom is not for you". A different approach is necessary. In a problem such as the tackling of absenteeism, once the specialists have got together, they should take their accepted findings to their employers, to the State and to the Educational institutions and "sell" it to them. They should not be afraid of leaving out portions which are impracticable or hurtful. Having sold the idea, they should take an active hand in implementing it on the shop-floor, in the apprentice training centres and in the homes of the workers. Then and only then will they have justified their existence.\*

\*The author is greatly indebted to Rev. Fr. T. Q. Enright, S. J., Director of the Xavier Labour Relations Institute, Jamshedpur, and Messrs. A. S. Sarkar and R. Jayaraman for the useful data incorporated in the present article.

## REPORTS AND ENQUIRIES

### REVIEW ON THE WORKING OF THE MINIMUM WAGES ACT, 1948, DURING THE HALF-YEAR ENDING 31ST DECEMBER, 1958\*

This review on the working of the Minimum Wages Act, 1948, during the half year ending 31st December, 1958 is based on the quarterly reports furnished by the State Governments and the Chief Labour Commissioner (Central) on the implementation and enforcement of the Act during the said period. The relevant quarterly reports were not received from the Governments of Assam and West Bengal and these two States are not, therefore, included in the present review

#### 2 Fixation and Revision of Minimum Wages:

During the half year under review, the Bihar Government fixed minimum rates of wages for agricultural employees in the Districts of Bhagalpur, Saharsa, Monghyr, Champaran and Santhal Parganas and also revised wage rates fixed earlier for such employees in Palamau District. The State Government also reviewed the minimum rates of wages already fixed for employments in (i) Tanneries and Leather Manufactory, (ii) Woollen Carpet Making or Shawl Weaving Establishments and (iii) Local Authority and decided not to make any change. The Governments of Kerala and Uttar Pradesh fixed minimum rates of wages for employment in Cigar Making and Agricultural Operations (in the Tarai and Bhabar area of Nainital District) respectively. The Kerala Government also revised the wage rates fixed previously for workers engaged in Oil Mills. The Government of Madhya Pradesh revised the wages in Rice, Dal and Flour Mills, Tobacco (including Bidī Making) Manufactory, Oil Mills, Local Authority, Road Construction and Building Operations, Stone Breaking and Stone Crushing and Public Motor Transport. Having completed all the formalities laid down in the Act, the Rajasthan Government issued final notification fixing minimum rates of wages for employment in Rice, Flour or Dal Mills, the rates were to become operative after two months of their publication in the State Gazette. It may be mentioned here that the wage rates fixed previously by the Rajasthan Government for various scheduled employments under the Act (except Agriculture) were held void by the Rajasthan High Court. The Bombay Government notified its draft proposals for revision of minimum wages at present applicable to the workers em-

\*A similar Review for the half year ending 30th June, 1958 was published in the October, 1958 issue of the *Indian Labour Gazette*.

ployed in the Tobacco (including Bidī Making) Manufactory in the Hyderabad area and Stone Breaking or Stone Crushing carried on in Mines situated in Saurashtra Area of the State, for information and comments of all concerned. The Government of Andhra Pradesh ordered review and revision of statutory rates obtaining in Mica Works and Motor Transport Undertakings by Notification method as per Section 5(1)(b) of the Act. In Orissa, the revision proposals made by Advisory Committees appointed for the purpose were engaging the attention of the State Government.

Statement No. 1 given at pages 797—805 shows details of wages fixed and revised during the half year except those relating to Bhagalpur, Saharsa, Monghyr and Palamau Districts in Bihar State, which have already been published in the December, 1958 issue of the Indian Labour Gazette.

### 3. Committees and Boards set up under the Act.

\* During the period under review, the State Government of Andhra Pradesh appointed Advisory Committees to review and recommend, if necessary, revision of minimum wages prevalent in Woollen Carpet Making Establishments, Rice, Flour or Dal Mills, Oil Mills, Stone Breaking and Agricultural employments. A Committee was also appointed by the Punjab Government to advise them in regard to the fixation of minimum rates of wages for workers employed in Scientific Industry to which the Act was extended by having recourse to Section 27. The tenure of the revision Committee appointed earlier by the Rajasthan Government in respect of the Agricultural employments (in the pre re-organised State of Rajasthan) was extended upto 28th February, 1959 as the Committee could not submit its report by the scheduled date i.e. 31st December, 1958. Constitution of such Committees was reported to be still under the consideration of Mysore Government\*.

### 4. Employments added to the Schedule appended to the Act

In exercise of the powers conferred by Section 27, during the period under review provisions of the Act were made applicable to employments in Banks and Hand-loom Industry by the Kerala Government and Cinemas and Contractors' Establishments of the State Forest Department by the Punjab Government. The Government of Bihar notified its proposals to add employments in Printing Presses, Automobile Engineering Shops, Dam Construction and

\* The State Government has since constituted these Committees.

Irrigation, Brick laying, Cinema Industry, Hotels, Restaurants and Eating Houses and Cold Storage to the Schedule appended to the Act.

#### 5 Exemptions granted under Section 26 of the Act:

During the half year ending 31st December, 1958, the Government of India in the Ministry of Labour and Employment exempted the workmen employed on Stone Breaking or Stone Crushing Operations carried on in the Hutti Gold Mines located in the Raichur District of the Mysore State from the provisions of the Act for the period from 29th March, 1955 to 31st December, 1959, as they were in receipt of higher wages than those fixed under the Act by the Government of erstwhile Hyderabad State. Exemption from rule 23 of the Minimum Wages (Andhra) Rules, 1954 was granted to drivers and conductors employed in Motor Transport Undertakings in Andhra region of the present Andhra Pradesh for a period of one year commencing from 27th November, 1958. Workers employed on construction or maintenance of roads or building operations undertaken by the Government or Semi-Government bodies as unemployment relief measures or for providing relief to the local population in times of famine or scarcity in the State of Bombay were exempted from the provisions of the Act for one year with effect from 29th July, 1958. The Bombay Government also ordered that the Act will not apply to part-time employees in Public Motor Transport and all employees in Oil Mills run without the aid of power for 3 years, commencing from 10th November, 1958 and 20th December, 1958 respectively. Further, the exemption granted to employees in fire-fighting and water regulating under any Local Authority was extended to Saurashtra region also. Employees in the construction and maintenance of roads or in building operations at places with a population of less than 3,000 were also exempted by the Bombay Government for a period of two years from 31st December, 1958.

#### 6. Enforcement of the Act:

Under Section 19 of the Act, the appropriate Governments have powers to appoint Inspectors for giving effect to the provisions of the Act. The information regarding number of inspections made by the Inspectors, number of irregularities detected and the number of prosecutions launched during the half year ending December, 1958 is given below (Statement No. II). The statement also includes similar statistics for Central Sphere Undertakings covered by the Act.

## STATEMENT II

Serial No.	Central Undertakings/State	No of Inspections made	No of irregularities detected	No of Prosecutions launched
1	Central Sphere Undertakings	818	7,066	14
2	Andhra . . . . .	3,288	41	1
3	Bihar . . . . .	5,537	985	3
4	Bombay . . . . .	5,452	1,979	11
5	Kerala . . . . .	3,499	501	11
6	Madhya Pradesh . . . . .	2,043	962	67
7	Madras . . . . .	4,866	996	1
8	Mysore . . . . .	1,029	65	10
9	Orissa . . . . .	304	306	4
10	Punjab . . . . .	1,967	484	60
11	Rajasthan . . . . .	99	97	7
12	Uttar Pradesh . . . . .	7,339	5,411	13
13	Dellu Territory . . . . .	1,793	1,261	190
Total		33,034	21,054	308

Contraventions in regard to maintenance of statutory registers and records, display of notices, payment of minimum rates of wages fixed, grant of regular weekly off, observance of working hours prescribed, issue of wage slips, payment of overtime wages, etc continued to be the common irregularities during the period under report. A few cases of un-authorised deductions and fines also came to light.

#### 7 Difficulties Experienced

In the case of Central Sphere Undertakings, it was reported that the employers could evade payments for the weekly off by clever manipulation of attendance registers. Being afraid of losing their employment, the workers were found reluctant to give evidence against their employers. Work-sites of certain employments were located in remote places and Inspectors found it difficult to have an access to them. Thus, they were obliged to depend on the employers for supply of relevant information. A great majority of the workers were not aware of their rights and privileges under the Act and the employers could take advantage of this position. Lack of adequate number of Inspectors also stood in the way of effective

enforcement of the Act. A proposal to increase the number of Inspectors was reported to be under consideration of the Central Government.

The Andhra Pradesh Government found it difficult to enforce the observance of working hours and grant of weekly off to workers employed in Omni Bus Services. The system of leasing out the work to sub-contractors by main contractors in the Building Industry prevailed on an extensive scale in the Ahmedabad, Thana and Nagpur Districts of Bombay State. It enabled the employers to shift their obligations under the Act. The Municipalities and Panchayats in the Bombay State were reported to be making very slow progress in regard to the compliance with the provisions of the Act. Pending disposal of law suits filed challenging the validity of the notification fixing minimum wages, the Inspectors in the Vidharba region found it difficult to enforce the Act in Printing Presses in that Area. The recent revisions of minimum wages fixed for bidi workers resulted in winding up of various establishments throwing about two lakhs of workers out of employment as the employers contended that they could not afford to pay the enhanced wages. The relevant notification was challenged in the State High Court. Following the intervention of the Officers of the State Labour Department, the establishments in and around Nagpur and Bhandara Districts resumed work. Some of employers in the greater Bombay were reported to be contravening the Act in the matters of maintenance of registers and payment of revised wage rates and suitable action was being taken against them. The Inspectors in the Mysore State pointed out that it was difficult to have an easy access to actual work sites of the Road Construction and Building Operations and Stone Breaking and Stone Crushing Operations as the same were carried on at far off places. They further reported that old claims of the employees could not be verified for want of relevant records which were not preserved by the employers as there was no such provision in the Act or Rules made thereunder. Similar difficulties were reported by the Orissa Government also. Besides, in Orissa it was found that State Transport Services were not complying with the provisions of the Act. Necessary steps were reported to have been taken in the matter. The Rajasthan Government reported that owners of small establishments like the Bidi Manufactory being illiterate, did not maintain records properly, nor could they afford to engage staff for the purpose. The Delhi Administration came across certain difficulties in the enforcement of the Act so far as the employments in Road Construction or Building Operations and in Public Motor Transport were concerned.

It was reported from Mysore that the Inspectors charged with the enforcement of the Act in the Agricultural employments were trying to enforce the Act mostly through persuasive methods and educative activities as the employers and the employees engaged in such employments were illiterate and not conscious of their statutory obligations and rights under the Act. In regard to the enforcement of the Act in this sector, the Rajasthan Government reported various difficulties, such as, size and vastness of the industry, inadequate machinery of enforcement, mobility of labour payment of wages in kind, illiteracy and ignorance of employers and employees, old customs and traditions, fragmentation of holdings, etc.

STATEMENT No. I

Minimum Rates of Wages Fixed or Revised during the Half Year ending 31st December, 1958

Sl. No.	State	Industry/ Employment	Area	Categories of workers/ Nature of work	Minimum Rate of Wages		Remarks	Notification No. and date
					Fixed	Revised		
1	2	3	4	5	6	7	8	9
1	Bihar	Agriculture	Chamariari District	(a) Ploughing, Puri banking, harrowing, Mortaring, Sowing, Weeding, Irrigating and Miscellaneous	(a) For areas irrigated by canals etc.—three seers of paddy and four chataks of rotto per day  (b) For other areas— Two seers eight chataks of paddy and four chataks of rotto per day.		(a) The rates of wages fixed as in column 6 for the operations men- tioned in column 5 shall be for both casual and attached workers, except that an attach- ed worker will in addi- tion get 4 annas 10 paddy per year.  The expression "atta- ched worker" means a worker who is under a contract, written or verbal, with his em- ployer while the ex- pression "casual worker" means a worker other than an attached worker  (b) With the minimum rates of wages also paid annually, the cash value of wages to be paid in kind shall be computed in accordance with the Bihar Minimum Wages Rules	No. VI/AF/3 1011/58L- 11571 dated 7.7.1958.
				(b) Transplanting and weeding.		(a) For areas irrigated by canals etc.—Three seers twelve chataks of paddy and one tuma full meal per day  (b) For other areas— Three seers four chataks of paddy and one tuma full meal per day		



## STATEMENT No. I—contd.

1	2	3	4	5	6	7	8	9
	Ebber— contd.	Agriculture— contd.	Champan District— contd.	(c) Harvesting, Thresh- ing and Winnowing (combined) for both paddy, Rabi and Rhadal crops. (d) Harvesting only for paddy, Rabi and Rhadal crops.	For areas irrigated by canals etc. and other areas. One in eight bundles of har- vested crops. For areas irrigated by canals etc. and other areas. One in sixteen bundles of harvested crops.			
			Saithal Per- gana District	(e) Ploughing. En- banking. Harrowing. Manuring. Sowing. Weeding. Up-rooting Irrigating. Trans- planting. Threshing. Winnowing and other ancillary units of operations not spec- ified in this schedule.	(a) One acre and twelve chataks of rice or wheat and either eight chataks of cotton or six chataks of makh or churn per day. or Two acres and four chataks of gram or peas or maize and either eight chataks of cotton or six chataks of makh or churn per day. or Two acres and three chataks of muslin and either eight chataks of cotton or six chataks of makh or churn per day. or Three acres and one chatak of flax or either grain and either eight chataks of cotton or six chataks of makh or churn per day.		(a) The rates of wages fixed as in column 5 for the operations mentioned in column 5 shall be for both casual and attached workers. (b) Attached workers in addition to the minimum rates of wages specified in column 5 for each of the operations men- tioned in column 5 shall get six annas of paddy in a year. (c) The word "day" shall mean (i) 9 hours of work in the case of an adult, (ii) 8 hours of work in the case of an adolescent and (iii) 4½ hours of work in the case of a child, which constitute a normal working day as provided in rule 24 of the Bihar Mun- icipal Wages Rules, 1931.	No. VI/W-1018 88L- 19018 dated 14.11.59

No. LI-22963/53/L &  
Lod. dated 25-11-53.

Two seers and twelve chataks of paddy and either eight chataks of <i>sonu</i> or six chataks of <i>mutha</i> or <i>chura</i> per day	
(b) Three seers and eight chataks of rice or wheat or five seers and four chataks of paddy, or	(b) Earning (for one Katha of paddy).
Four seers and eight chataks of gram or peas or maize or	
Four seers and six chataks of <i>moasu</i> or	
Six seers and two chataks of <i>figers</i> or other grains.	
In addition the workers shall get either eight chataks of <i>sonu</i> or six chataks of <i>mutha</i> or <i>chura</i> per day.	
(c) One to twelve bundles of harvested crops if the worker carries the bundles to the "Khalihad", otherwise one to sixteen bundles of the harvested crops	(c) Harvesting Paddy or Rabi
Rs 1 75 p for making 1000 cigars	1. Expert or Melal
Rs. 0 37 for making 1000 cigars	2. Helper or Kechhal
	Whole Kerala
	Cigar Making
	Kerala

STATEMENT No. I—contd.

1	2	3	4	5	6	7	8	9
	Kerala— contd.	Old Mills	Whole Kerala	(Transcane Cocon area)	Daily Wage Men	Daily Wage Men	Guaranteed monthly Maintenance*	No D Dis 2418/57/L + Led dated 15.10.58.
				Unskilled	Rs. As Ps.	Rs. mP.	Rs. mP.	
				1. Yard Worker	1 12 0	1 75	35 00	
				2. Yard Moopan	2 3 0	2 19	45 75	
				3. Fillers	1 12 0	1 75	20 75	
				4. Cutterman	1 12 0	1 75	20 75	
				5. Oiler	1 12 0	1 75	20 75	
				6. Bellowsman (blower)	1 12 0	1 75	25 75	
				7. Heavy head load workers attached to mills	2 0 0	2 00	40 00	
				Semi-Skilled				
				1. Chuk worker	1 14 0	1 87	31 87	
				2. Cutterman also doing the work of carrying cocon to the cutter and removing him used.	1 14 0	1 87	31 87	
				3. Chuk Idameopan	2 2 0	2 12	36 12	
				4. Cooper	2 2 0	2 12	36 12	
				5. Tinker if attached to mills	2 0 0	2 00	34 00	

Skilled					
1. Engine Driver	2 8 0	2 50	42 50		
2. Blacksmith	2 8 0	2 50	42 50		
3. Electrician (qualified)	2 8 0	2 50	42 50		
4. Lathman (turner)	2 8 0	2 50	42 50		
5. Chuck Moorman	2 5 0	2 11	39 31		
Special schedule of Wage Rates—for certain classes of workmen in mills where the Edacopra system of payment is in vogue.					
1. Yard Workers (Unskilled)	Rs. 25 p.m. (inclusive of allowance for noon day meals) plus Edacopra.	Rs. 25 p.m. (inclusive of allowance for noon day meals) plus Edacopra. or Rs. 2 23 per day subject to a guaranteed monthly minimum of Rs. 45.			
2. Yard Moorman (Skilled).	Rs. 30 p.m. (inclusive of allowance for noon day meals) plus Edacopra.	Rs. 30 p.m. (inclusive of allowance for noon day meals) plus 1 day's wages. or Rs. 2 42 per day subject to a guaranteed monthly minimum of Rs. 52 50.			

\*Exclusive of leave with wages, bonus and night allowance.

STATEMENT No. I—contd.

1	2	3	4	5	6	7	8	9
2	Karala— contd.	Oil Mills—contd.		Technical Classes and—contd. Skilled—contd.	Employers and workers will, however, be free to continue the exist- ing system of piece- rates without being debarred to the minimum time rate fixed for such employments	Employers and workers will, however, be free to continue the exist- ing system of piece- rates without being debarred to the minimum time rate fixed for such employments Such workers will also get the benefit of the guaranteed rates		
				Unskilled Area	Rs. As. Ps.			
				Carpenters	1 8 0			
				Choke Cutters	1 0 0			
				Masonry	1 0 0			
				Locksmiths	1 10 0			
				Engine Drivers	1 12 0			
				Explosives Makers	1 12 0			
				Firemen	1 4 0			
				Fitters	1 4 0			
				Lathermen	1 2 0			
				Oilers	1 2 0			
				Pressmen	1 4 0			
				Sweepers	0 12 0			
				Watchmen	1 0 0			
							The Minimum Wage rates shown under the heading 'Malabar Area' were in force in the Malabar Area of the State which was part of the Madras State before the Re- organisation of States prior to the present revision of Minimum Wages. The revised rates are applicable to the whole State.	

No. 306-XVI-53 dated 10-12-53 (for the first three employments) & No. 308-XVI-53 dated 30-12-53 (for the fourth employment).

3	Madhya Pradesh	(i) Rice Mills, Flour Mills or Dal Mills, (ii) Oil Mills, (iii) Local Authority & (iv) Road Construction or Building Operations and Stone Breaking or Stone Crushing	Area 'A'	Clerical Skilled Semi-Skilled	—	—	Rs 25 00 per month Rs 2 50 per day Rs 2 75 per day	(1) The revised rates of wages include the remuneration for the weekly day of rest permissible under the Act. (2) These rates of wages will operate without prejudice to the rates prevailing before the publication of this notification and no employer can reduce the rates of wages on the plea that the new rates of wages are less than the rates of wages already being paid
				Unskilled	—	—	Rs 1 75 per day Rs 1 50 per day Rs 1 25 per day	
				Male	—	—		
				Female Child	—	—		
			Area 'D'	Clerical Skilled Semi-skilled	—	—	Rs 60 00 per month Rs 3 25 per day Rs 1 50 per day	
				Unskilled	—	—	Rs 1 50 per day Rs 1 25 per day Rs 1 12 per day	
				Male	—	—		
				Female Child	—	—		
			Area 'C'	Clerical Skilled Semi-skilled	—	—	Rs 50 00 per month Rs 3 00 per day Rs 2 25 per day	
				Unskilled	—	—	Rs 1 37 per day Rs 1 12 per day Rs 1 00 per day	
				Male	—	—		
				Female Child	—	—		
			Area 'D'	Clerical Skilled Semi-skilled	—	—	Rs 45 00 per month Rs 2 75 per day Rs 2 00 per day	
				Unskilled	—	—	Rs 1 25 per day Rs 1 00 per day Rs 0 87 per day	
				Male	—	—		
				Female Child	—	—		

## STATEMENT No. I—concd

1	2	3	4	5	6	7	8	9
3	Madhya Pradesh— consd.	Tobacco (in cluding bidi making) Ma- nufactory	Area 'A'	Bidi roller Bidi sorter and checker Bundle wrapper and picker Bhattiwala	— — — —	Rs 1 62 per 1000 bidas Rs. 75 00 per month Rs. 65 00 per month Rs. 50 00 per month	No deduction shall be made by the employer on account of supply of raw material all of which have to be supplied by him free of cost to the bidi makers	No. 707-XVI-58 dated 30.12.58.
			Area 'B'	Bidi roller Bidi sorter and checker Bundle wrapper and picker Bhattiwala	— — — —	Rs. 1 56 per 1000 bidas Rs. 70 00 per month Rs. 60 00 per month Rs. 45 00 per month		
			Area 'C'	Bidi roller Bidi sorter and checker Bundle wrapper and picker Bhattiwala	— — — —	Rs 1 50 per 1000 bidas Rs. 65 00 per month Rs. 55 00 per month Rs. 40 00 per month		
			Area 'D'	Bidi roller Bidi sorter and checker Bundle wrapper and picker Bhattiwala	— — — —	Rs. 1 44 per 1000 bidas Rs. 60 00 per month Rs. 50 00 per month Rs. 35 00 per month		





## WORKING OF THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946 DURING 1957\*

**Object, Scope, etc.**—The industrial Employment (Standing Orders) Act, 1946 is a statutory measure adopted by the Government of India to minimise the friction between the employers and employees in industrial undertakings. Under the Act, the employers are required to frame Standing Orders which, inter-alia, define precisely the conditions of employment of workmen concerned. It extends to the whole of the Indian Union except the State of Jammu and Kashmir and applies to all industrial establishments employing 100 or more workers. The administration of the Act is the responsibility of the Central Government so far as the Central Sphere Undertakings viz railways, major ports, mines, oilfields, etc., are concerned. But in respect of undertakings falling in the State sphere, the administration of the Act is the responsibility of the State Governments. The Act empowers the appropriate Government to extend its scope to any establishment employing less than 100 workers or to any other class or classes of establishments or to exempt any establishment or class of establishments from any or all or the provisions of the Act.

**Extensions and Exemptions**—According to available information, West Bengal extended the provisions of the Act during the year under review to news paper establishments employing 20 or more workers. During the same period, industrial establishments in the port of Visakhapatnam—under the Central Sphere—and Bombay State Road Transport Corporation—under the State Sphere—were exempted from the provisions of the Act.

**Progress of Certification**—Some details regarding the progress of certification of Standing Orders during the year 1957 are given in Statement I (on pages 808-809). It will be observed therefrom that the total number of establishments coming within the purview of the Act was 8,881 (7,152 in the State Sphere, and 1,729 in the Central Sphere) employing in all, 36,58,161 workers. At the beginning of the year under review, the number of establishments having certified Standing Orders for all or a group of employees was 5,898 or 66.4 per cent. of the total establishments covered; and the number of workers employed in these establishments was 30,19,015 or 82.5 per cent. of the total employees in the covered establishments. Taken separately, the percentages of establishments having certified Standing Orders to the total number of establishments covered were 62.1 and 84.2 in the State Sphere and Central Sphere Undertakings respectively. Similarly the percentages of workers employed in establishments having certified Standing Orders to workers employed in establishments covered by the Act were 81.6

\*For the previous review s.e. for 1956 see *Indian Labour Gazette* June, 1958; pp. 124-41.

and 87.2 in the State Sphere and Central Sphere Undertakings respectively. At the end of the year, the number of establishments having certified Standing Orders for all or a group of employees was 6,230 or 70.1 per cent. of the establishments covered and the number of workers employed in establishments having certified Standing Orders was 30,75,214 or 84.1 per cent. of the total employees in the establishments covered. The percentages of establishments having certified Standing Orders to the total number of establishments covered were 65.7 and 88.4 in the State Sphere and Central Sphere Undertakings respectively. The percentages of workers employed in establishments having certified Standing Orders to workers employed in covered establishments were 83.0 and 89.6 in the State Sphere and Central Sphere Undertakings respectively. It will, thus, be seen that whereas there was some improvement on the whole in the number and proportion of establishments having certified Standing Orders as well as in the number and proportion of workers employed in such establishments, there was comparatively greater improvement in regard to Central Sphere Undertakings than the State Sphere Undertakings.

With regard to individual States, the position was stationary in Madhya Pradesh, Tripura and Andaman and Nicobar Islands but there was some improvement in the remaining States and Central Sphere Undertakings. Progress made by individual States and the Central Sphere Undertakings in the certification of Standing Orders is briefly discussed in the following paragraphs.

In Andhra, 12 applications for certification of Standing Orders were disposed of during the year. Draft Standing Orders in the case of 4 establishments were not certified. Thus, the total number of establishments having certified Standing Orders at the end of the year increased to 180 from 172 at the beginning of the year. In Assam, the number of establishments having certified Standing Orders rose from 781 at the commencement of the year to 825 at the end of the year. Of the 44 establishments added during the year, 8 adopted the certified Standing Orders of the Assam Tea Planters' Association and the Standing Orders of 36 establishments, including one set of Orders for 25 establishments were certified during the year. In Bihar applications for certification of Standing Orders were approved for 18 establishments and were rejected for three during the period under review bringing the total number of concerns having certified Standing Orders to 198. In Bombay, 35 draft Standing Orders were certified out of 355 drafts pending at the commencement of 1957 and 53 received during the year. Twelve of the drafts were not proceeded with. In Kerala, 21 applications were pending at the commencement of the year. Eighteen fresh applications were received during the year under review. Of these, only one was certified during the year leaving a balance of 38 pending disposal. In Madras, the number of establishments having certified Standing Orders increased from 570 at the beginning of the year to 630 at the end of 1957. Thus, the number of establishments whose Standing Orders were certified during the year was 60. In Mysore, the number of establishments coming within the purview of the Act during the year under report was 318. Of these, 171 establishments had certified Standing Orders at the beginning of 1957. Then there were 34 applications pending and 16 were received during the

## STATEMENT

State/Territory	Number of		Establishments having certified Standing Orders in respect of all or a group of employees at the beginning of the year		No of applications			
	Establishments coming within the purview of the Act	Employees in establishments in Col 2	No. of establishments	No. of employees	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year
1	2	3	4	5	6	7	8	9
Andhra	218	1,31,030	172 (78.9)	1,26,544	10	6	12*	13
Assam	954	4,24,981	781 (81.9)	3,65,727	76	7	12†	71
Bihar	270	1,69,990	180 (64.6)	1,53,090	23	15	21‡	17
Bombay	1,203	2,79,980	376 (29.6)	1,73,601	300	42	45*	207
Kerala	646	2,74,707	328 (50.8)	1,48,341	21	18	1	39
Madhya Pradesh	103	27,157	16 (9.7)	7,405	4	1		5
Madras	782	4,47,371	570 (72.9)	4,29,033	120	17	60	77
Mysore	318	1,39,850	171 (53.8)	70,071	31	16	9**	41
Orissa	81	36,923	15 (20.4)	9,889	7	8	5‡	7
Punjab‡‡	141	43,974	64 (45.4)	21,249	92	3	5	60
Rajasthan	50	19,016§	29 (58.0)	10,173	4	6	1	9
Uttar Pradesh	684	1,88,330	620 (90.6)	1,82,663	34	30	29	35
West Bengal	1,907	8,56,710	1,060 (70.3)	7,38,740	81	54	52	83
Delhi	49	25,379	58 (77.6)	23,711	5	0	3	11
Tripura	38	N A	16 (42.1)	N A	4	—	—	4
Andaman & Nicobar Islands	7	1,506	7 (100.0)	1,505	—	—	—	—
Total	7,152	30,47,181	4,413 (62.1)	21,86,234	824	293	238	708
Central Undertakings	1,720	6,10,980	1,455 (84.7)	5,32,781	166	117	70	207

N B—Figures in brackets show the percentages to the number of establishments

\*4 cases disposed

†There was one set of

‡‡8 Tata's adopted the certified Standing Orders of

§3 Cases disposed

¶Figures in column 6 to 9 indicate the number of Draft Standing Orders

‡Including 12 cases which were

\*\*4 Cases disposed

‡‡1 Order was applicable to 17 rice

§§employment figures for some

‡‡Under

|| Including 3 cases dropped

\*\*2 establishments closed

I

for certification				Establishments having certified Standing Orders in respect of all employees at the end of the year		Establishments having certified Standing Orders in respect of only a group of employees at the end of the year	
In respect of establishments which had certified Standing Orders in respect of any group of employees and which applied for certification of Standing Orders in respect of other group of employees				No of establishments	No of employees	No of establishments	No of employees
Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	14	15	16	17
10	11	12	13	14	15	16	17
—	—	—	—	179 (82 1)	1,22,243	1 (0 5)	2,608
—	—	—	—	625†† (46 5)	7,69,802	—	—
—	—	—	—	169 (60 6)	1,25,466	29 (10 4)	30,902
55	11	2	64	330 (26 1)	1,47,833	05 (5 1)	29,732
—	—	—	—	329 (50 9)	1,48,468	—	—
—	—	—	—	9 (5 5)	4,423	7 (5 8)	2,082
—	—	—	—	630 (89 6)	4,33,853	—	—
1	1	—	2	141 (44 3)	61,800	35 (11 0)	14,809
—	—	—	—	39 (76 6)	13,153	—	—
7	—	1	6	62 (44 0)	17,857	8 (5 7)	6,525
—	—	—	—	23 (46 0)	13,432	7 (14 0)	5,741
—	—	—	—	639 (91 4)	1,91,139	—	—
—	—	—	—	1,112 (71 8)	7,60,730	—	—
4	—	—	4	39** (79 6)	23,811	—	—
—	—	—	—	16 (42 1)	N.A.	—	—
—	—	—	—	7 (100 0)	1,000	—	—
67	12	3	76	4,519 (63 6)	21,31,644	152 (2 1)	91,069
1	1	1	1	1,529 (83 3)	5,47,027	2 (0 1)	174

coming within the purview of the Act of uncertified  
25 Associations,  
the Assam Tea Planters' Association  
of uncertified,  
and not the number of establishments,  
not proceeded with  
of uncertified,  
milling establishments,  
establishments not available,  
reference,  
& 7 withdrawn,  
down during the year

L/P7DofLB—4

year for certification of their draft Standing Orders for the first time. The Standing Orders of 5 establishments were certified and in 14 cases they were rejected during the period under report. The progressive total of establishments having certified Standing Orders at the end of 1957 was 176. Of these, 141 establishments had certified Standing Orders in respect of all employees while in the case of the remaining 35 these were only for a group of employees. In Orissa, 8 Standing Orders (including one Order applicable to 17 establishments) were approved during the year. At the end of the year, there were 39 establishments having certified Standing Orders as compared to 15 at the commencement of the year under review. In the Punjab, the number of establishments which had certified Standing Orders was 64 at the commencement of the year. The Standing Orders of 5 establishments were certified during the year. In Rajasthan, Standing Orders in respect of only one undertaking were approved during the year, bringing the total of undertakings having certified Standing Orders to 30. Of these 23 had Standing Orders in respect of all employees. In Uttar Pradesh, out of 684 establishments coming within the purview of the Act, 620 had Standing Orders for all or a group of employees at the beginning of 1957. During the year, Standing Orders of 19 establishments were approved. Thus, the progressive total of establishments having certified Standing Orders at the end of 1957 was 839. Three of the applications were dropped and another 7 were withdrawn. In West Bengal, the year under report opened with 81 applications pending disposal. 54 new applications were received for certification during the year. Thus, the total number of cases in which certification was to be considered during the year under report was 135. Of these, Standing Orders were certified in 52 cases, leaving a balance of 83 cases pending disposal at the end of 1957. Out of 1,507 establishments coming under the purview of the Act, 1,060 had certified Standing Orders at the beginning of the year and 1,112 at the end of the year. In Delhi, out of 49 establishments coming within the purview of the Act, 38 had certified Standing Orders in respect of all or a group of employees at the beginning of 1957. Standing Orders of 3 establishments were certified during the year but 2 establishments having certified Standing Orders closed down during the year. Hence, the total number of establishments having certified Standing Orders at the end of 1957 was 39.

*Central Sphere Undertakings*—As many as 1,455 establishments had certified Standing Orders at the beginning of the year. Besides, draft Standing Orders of 167 establishments were pending disposal. Fresh drafts for 122 establishments were received during the year for certification—giving a total of 289 requiring disposal. 74 of these were certified during the year bringing the total number of certified Standing Orders at the end of the year to 1529.

*Applications for modification and Appeals*—Statement II gives details of applications received for modifications of Standing Orders and of appeals filed during 1957. The Statement shows that the largest number of applications received during the year for modification of Standing Orders was in Madras. In all, there were 54 applications pending disposal at the commencement of the year. 89 fresh applications were received during the year. Out of the total of 143 applications, 62 were disposed of, leaving 81 applications undisposed of

at the end of the year under review. The number of appeals received during the year under review was 11, apart from 28 pending at the beginning of the year. Of the total of 39 appeals, 6 were disposed of during the year leaving a balance of 33 pending disposal at the end of the year.

## STATEMENT II

State/Territory	No. of applications for modification of Standing Orders				No. of appeals			
	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Pending at the commencement of the year	Filed during the year	Disposed of during the year	Pending at the end of the year
1	2	3	4	5	6	7	8	9
Bihar	1	4	1	4	1	—	—	1
Bombay	6	8	2	12	18	—	1	17
Madhya Pradesh	—	—	—	—	1	—	—	1
Madras	12	35	30*	17	2	2	2	2
Mysore	2	1	1	1	4	1	—	5
Orissa	1	—	—	1	—	2	—	2
Punjab	1	—	—	1	—	1	—	1
Uttar Pradesh	1	5	2	4	—	1	1	—
West Bengal	10	18	11	17	2	—	1	1
Delhi	—	7	—	7	—	1	1	—
Central Undertakings	20	11	14	17	—	3	—	3
Total	54	89	62	81	28	11	6	33

\*Including 3 applications withdrawn

## LABOUR LAWS AND DECISION

## LABOUR LAWS

## AMENDMENT TO THE INDUSTRIAL DISPUTES (CENTRAL) RULES 1957

In exercise of the powers conferred by Section 38 of the Industrial Disputes Act, 1947, the Central Government have amended clause (b) of Sub-rule (2) of rule 58 of the above Rules. The new clause provides that the settlement shall be signed in the case of workmen, by any officer of the trade unions viz. President, Vice-President, Secretary (including the General Secretary), Joint Secretary or any other officer of the trade union authorised in this behalf by the President and Secretary of the union—instead of President or Secretary only as originally provided—or by five representatives of the Workmen duly authorised in this behalf at a meeting of the workmen held for the purpose.

[Notification No LRI-1(39)/58-Am-V dated the 31st January 1959].

### PAYMENT OF WAGES ACT, 1936—EXTENSION TO CERTAIN EMPLOYMENTS IN THE UNION TERRITORY OF DELHI

In exercise of the powers conferred by Section 22F of the Minimum Wages Act, 1948 read with the Government of India, Ministry of Labour notification No LR-24(1) dated the 16th March 1949, the Chief Commissioner, Delhi has extended the provisions of Sections 15 to 19 of the Payment of Wages Act, 1936 to wages payable to workers in the following employments:—

- (i) road construction or building operations; and
- (ii) stone-breaking or stone-crushing.

[Notification No F 10(322)/58-I&L dated the 27th February 1959 vide *Delhi Gazette* of March 12, 1959].

### PAYMENT OF WAGES (MADRAS AMENDMENT) BILL, 1959

A Bill further to amend the Payment of Wages Act, 1936, in its application to the State of Madras, was introduced in the State Legislative Assembly on the 10th March 1959. It has been published in the State Gazette for general information. The Bill aims at amending the Payment of Wages Act, 1936 so as to extend the provisions of the Act to all motor and other transport undertakings (other than those already covered by that Act). The Amending Bill also seeks to empower the State Government to extend the provisions of the Act to such establishment or undertaking as may be considered necessary from time to time.

*The Fort St. George Gazette* (Part IV-A—Extraordinary March 10, 1959].

### THE KERALA BEEDI AND CIGAR INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) BILL, 1959

The above Bill, which envisages regulation of conditions of work in beedi and cigar industrial premises in the State of Kerala, has been published in the State Gazette for general information. The Bill, *inter alia*, provides for licensing of beedi or cigar industrial premises in order to prevent decentralisation of the beedi and cigar industry, fixes daily and weekly hours of work; and makes provision for wages for over-time; weekly holidays and annual leave with wages; prohibits employment of women and children; lays down Standards of cleanliness and ventilation; makes provision for latrines, urinals, washing facilities and first aid and for the appointment of Inspectors.

[*Kerala Gazette*, March 3, 1959].

### DRAFT ASSAM EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT) RULES, 1958

In exercise of the powers conferred by clauses (d) to (h) of Sub-Section (1) of Section 96 of the Employees' State Insurance Act, 1948, the Government of Assam propose to frame the above Rules. Main provisions of the draft rules relate to the establishment of State Insurance dispensaries; provision of medical benefit where there are no State Insurance dispensaries; establishment of separate hospitals or reservation of beds for the use of insured persons; scale of medical benefit and procedure for obtaining the same.

[Notification No. GLR, 46/57—*The Assam Gazette*, March 4, 1959].

## INDUSTRIAL DISPUTES ACT, 1947—DECLARATION OF PUBLIC UTILITY SERVICES

State	Category of Service	Notification No. and Date	Period
1	2	3	4
Andhra Pradesh	Cotton Textile Industry	G.O. MS. No. 484 dated the 27th February 1959	For a further period of six months from 24th January 1959
Assam	Road Transport Services	GLR. 213/53 dated the 6th January 1959	For a period of six months from 1st January 1959
Bihar	Oxygen and Acetylene Industry	III D 1 100032/58L-89 dated the 6th January 1959	For a period of six months from 10th January 1959
Madras	Minor Ports	153 dated the 7th February 1959	For a further period of six months from 15th February 1959
Madras	Sugar Industry	G.O. RT. No. 240 (LAB) dated the 23rd February 1959	For a further period of six months from 5th March 1959
Madhya Pradesh	Transport Industry for the carriage of passengers or goods by Air.	1645/1501/551 dated the 13th February 1959.	For a further period of six months from 29th January 1959
Mizoram	Transport Industry for the carriage of passengers carried on by the Bangalor Transport Service of the Government Road Transport Deptt.	LLH 149 (LD) 53 dated the 27th December 1958	For a further period of six months from 29th December 1958
Orissa	Cement Manufacturing Industry at Raygangpur	1303 II-54/39 Lab dated the 13th February 1959	For a period of six months from 13th February 1959
West Bengal	Kulti and Burdwan Works of the Indian Iron & Steel Co. Ltd and Santa Works of the Indian Standard Wagon Co., Ltd	631 IR IR-1A-5/57 dated the 19th February 1959	For a period of six months from 22nd February 1959.
Union Territory of Delhi	Air Transport Services engaged in the carriage of passengers and goods	F 10(20) 58 I&L dated the 6th February 1959	For a further period of six months from 13th February 1959
Union Territory of Delhi	Hospitals and Dispensaries and Fire Brigade Services maintained by the Municipal Corporation of Delhi.	F 10 (3) 59 I&L dated the 24th February 1959	For a period of six months from 24th February 1959



## DECISION

## AWARD OF THE INDUSTRIAL COURT, BOMBAY RELATING TO THE FIXATION OF AGE OF RETIREMENT

"For sometime to come the age of retirement will have to be on the higher side" was the opinion of the Industrial Court, Bombay, while deciding two cross appeals preferred against the order of the Commissioner of Labour, Bombay, fixing the retirement age of clerks and operatives at 60. The facts of the case were as follows:—

On an application made by the Millowners' Association on behalf of the member mills in greater Bombay for making additions to the Standing Orders for clerks and operatives on the subject of age for retirement or superannuation the Labour Commissioner fixed the age for retirement or superannuation at 60. The Millowners' Association filed an appeal in the Industrial Court praying for lowering the retirement age from 60 to 55. The Rashtriya Mill Mazdoor Sangh also appealed against the fixation of any age for superannuation. The association pressed for a lower age-limit, viz., 55 from the point of view of productivity of the industry, which could be attained by introducing new blood in the industry. The Sangh argued that the average amount of provident fund and gratuity that would be available to workers on retirement would not generally exceed Rs. 2,000 and with the existing pattern of the standard of living this amount would not be sufficient for maintaining the employee and his family. According to them the criterion for superannuation should be whether the employee is in a position to continue to give efficient, effective and productive service and not any particular age fixed at which an employee should be deemed unfit to continue. The Industrial Court agreed with the contention of the Sangh that the existing retirement benefits were not adequate for an operative or clerk to afford to be without employment on attaining the age of 60. Further, since no old age pension scheme exists in India, it was necessary to fix the superannuation age, at any rate for some time, on the high side. The Industrial Court, therefore, confirmed the age of 60 for retirement, fixed by the Labour Commissioner, with the following modification in respect of male operatives and the clerical staff:

"An operative/employee shall retire from service on attaining the age of 60 years, but a male operative/employee shall be retained in service if he continues to be efficient, up to the age of 63 years, provided that when retrenchment becomes necessary, an operative/employee who has completed the age of 60 may be retired in preference to younger men".

## LABOUR INTELLIGENCE

## INDIAN

QUARTER IN REVIEW (JANUARY—MARCH 1959)

## 1. EMPLOYMENT

*Central Committee on Employment*—A Central Committee on Employment was constituted during the quarter to advise the Ministry of Labour and Employment on matters relating to employment, crea-

tion of employment opportunities, and working of the National Employment service. The Committee consists of 30 members including the representatives of State Governments, employers' and workers' organisations, Board of Small Scale Industries, All-India Khadi and Village Industries Commission, four members of the Parliament and one economist. The Union Minister of Labour and Employment is the Chairman and the Director General of Resettlement and Employment is the Secretary of the Committee.

*Urban Labour Force in the Third Plan Period*—In a study made by the National Employment Service of the Union Ministry of Labour and Employment, it is estimated that the labour force in urban areas i.e., cities and towns will increase from 26.4 millions to 31.5 millions during the Second Plan period and from 31.5 millions to 37.6 millions during the Third Plan period. It is, thus, expected that there will be an addition of 6.1 million persons in the urban labour force during the Third Plan period including 1.7 million educated persons, i.e., matriculates and above. It is, therefore, necessary that the Third Plan should aim at creating 6.1 million jobs including 1.7 millions for the educated in order to avoid any increase in the back-log of unemployment, which may remain at the end of the Second Plan.

*Trends in Employment Seekers, 1953-57*—The Manpower Division of the Directorate of Employment Exchanges recently made a study of trends in the number and types of employment seekers during the years 1953-57 as revealed by the Live Registers of the Employment Exchanges. For the purpose of this study applicants on the Live Registers were classified broadly into seven groups—(i) industrial supervisory, (ii) skilled and semi-skilled, (iii) educational, (iv) clerical, (v) domestic service, (vi) unskilled, and (vii) others. The Live Registers in respect of industrial supervisory group indicated that persons with supervisory skills were readily absorbed in employment during this period. The Live Registers of skilled and semi-skilled personnel increased, but the rate of increase slowed down after 1955 until 1957. The fall in the rate of increase of Live Registers showed a comparatively high rate of absorption of technical personnel entering the labour market. There was a steady growth in the number of persons seeking teaching and other allied occupations during the period under review. The increase during 1957 was particularly marked. The rate of increase in the case of trained personnel was much greater than in the case of untrained personnel. Next to unskilled group, the clerical group formed the largest component of the Live Registers. The rate of growth showed no signs of abatement. The domestic service group also showed a steady upward trend. Applicants registered for domestic service with Employment Exchanges usually had in mind work in establishments under public ownership and not under private individuals. The unskilled group constituted the largest single group of Live Registers. Although the size of the Live Registers in respect of this group increased, the rate of increase fell during the period 1955-57.

*Employment Exchanges*—The number of registrations at the exchanges, the average number of employers utilising the services of exchanges, total number of vacancies notified and the number of placements affected during the quarter under review were 5,24,823, 6,744, 90,239, and 57,081 respectively. The number of applicants on the Live Register was 36,24,099 at the end of March 1959 as against 11,83,299 at the end of December 1958.

## 2. WAGES

**Wage Board for Sugar Industry**—The Central Wage Board for Sugar Industry set up by the Government of India on the 26th December, 1957 to work out a wage structure based on the principles of fair wages etc., made a unanimous recommendation for the grant of interim relief at the rate of 5 per cent subject to a minimum of Rs 3 to all workmen whose consolidated wages (i.e., basic wages and Dearness Allowance) do not exceed Rs 100 per month subject to certain conditions. The relief recommended for other categories of workmen is as follows:—

For workmen getting wages between Rs 101—200—4 per cent. subject to a minimum of Rs. 5 per month, between Rs. 201—300—3 per cent subject to a minimum of Rs. 8 per month and between Rs 301—500—2 per cent. subject to minimum of Rs 9 per month. The recommendation was communicated by the Ministry of Labour and Employment to the Indian Sugar Mills Association with a view to ensuring the implementation of the same by its member mills.

**Wage Board for Plantation Workers**—A demand has been made in certain quarters for the setting up of a Wage Board for the Plantation industry. However, the existing wages of the plantation workers have been fixed under the Minimum Wages Act, 1948 and in some cases, by agreement. Variations in the wage-rates are due to different conditions in various areas such as, size of the plantation etc. In view of this, most of the State Governments are not in favour of setting up a Wage Board for this industry.

**Madras Pay Commission**—The Government of Madras appointed a three-member Pay Commission to go into the question of revision of the present structure of pay, allowances and retiring benefits to Government employees, both gazetted and non-gazetted, and to recommend a suitable structure and the method of fitting the existing personnel into the new scales from the corresponding old scales.

## 3. INDUSTRIAL RELATIONS

**Industrial Disputes**—The number of industrial disputes, workers involved therein and the number of man-days lost during the quarter were 360, 1.40 lakhs and 8.19 lakhs respectively as against 383, 1.18 lakhs and 6.21 lakhs respectively in the previous quarter.

Important among the industrial disputes that occurred were those in Dalmia Cement (Bharat) Ltd., Dalmiapuram, Kolar Gold Mining Undertakings (Nandydroog Mine) Oorgaum, AID United, 24 Parganas; Simon Carves Ltd., Steel Project, Burdwan, Ganga Barrage Project Patna; Raza Sugar Mills, Rampur and Buland Sugar Mills Rampur. In the Dalmia Cement (Bharat) Ltd. over one thousand workers struck work on the 23rd January, 1959 demanding bonus and increase in wages. The strike which was subsequently called off on the advice of the Minister of Labour, Madras resulted in a time-loss of 10,280 man-days. In the Kolar Gold Mining Undertakings (Nandydroog Mine) Oorgaum, 47 workers went on a strike in the middle of January demanding lay-off compensation as also an assurance that they would not be laid off in future. The management, however, declared a lock-out on the 19th January, 1959 which affected 4,349 workers. The lock-out was lifted on the 27th January, 1959 as a result of mutual discussions. The time-loss was about 30,000 man-days. In the AID Limited,

24 Parganas all the 1,300 workers struck work as a protest against the recruitment policy of the management. The latter declared a lock-out on the 19th January, 1959 which was continuing at the end of February, 1959. By that time about 30,000 man-days had been lost. In the Simon Caives Ltd, Durgapur Steel Project Burdwan, all the 1,800 workers struck work on the ground that the management had refused their demand for increase in wages. The strike was called off on the 31st January, 1959 as it was agreed that the dispute would be referred for adjudication. But the strike had resulted in a loss of about 27,000 man-days. In the Ganga Bridge Project about 3,400 casual workers struck work from the 31st January, 1959 demanding that the Railway Administration should give a guarantee that all the employees would be absorbed by the Administration when the Project was completed. The Administration did not agree to give such a guarantee but issued instructions that the employees should be treated on par with other casual employees for absorption in the railways. The strike was called off but a time-loss of 44,200 man-days had been caused. In the two sugar mills in Uttar Pradesh 1,180 workers of Raza Sugar Mills, Rampur and 1,082 workers of Buland Sugar Mills Rampur went on strike on the 2nd February, 1959. Their main demands were (i) revival of two closed holidays and (ii) ad-hoc increment of 10 per cent. in wages. With a view to avoiding trouble and damage to property the management declared a lock-out with effect from the 4th February, 1959, which was lifted on the 26th February, 1959. The workers, however, did not resume work and the strike continued at the end of February, 1959.

**Code of Discipline in Industry**—It was unanimously agreed at a conference of the representatives of Central and State Governments, Management and Labour Organisations that the Code of Discipline should apply to public sector undertakings (worked as companies and corporations)

**Code of Efficiency and Welfare**—As a sequel to the Code of Discipline in Industry the Union Ministry of Labour and Employment drew up a draft Code of Efficiency and Welfare which was circulated to Central Organisations of employers and workers. While the aim of the Code of Discipline is to bring about greater industrial harmony, the Code of Efficiency and Welfare aims at improving productivity and production.

**Procedure for Redressal of Workers' Grievances\***—A model procedure for speedy disposal of workers' grievances was formulated by the Government in consultation with the organisations concerned.

#### 4 SAFETY AND WELFARE

**Conference on Safety in Mines**—The Second Session of the Conference on Safety was held at Dhanbad on the 29th January, 1959. It discussed the question of safety in mines and made certain recommendations with a view to preventing accidents in mines. Among the measures suggested are safety education and propaganda, development of safety consciousness, stabilisation of labour force, improved standards of ventilation and lighting and of handling and using explosives and setting up of safety committees in mines.

\*The text of the Procedure has been published in the *ILG* January, 1959, vide pp. 552-556.

## 5 SOCIAL SECURITY

**Extension of the Employees' Provident Funds Act**—The Government of India decided to extend the benefit of compulsory contributory provident fund under the Employees' Provident Funds Act to workers in road motor transport establishments with effect from the 30th April 1959 and it is estimated that about 14,000 workers will be benefitted. The Act which came into existence in 1952, applies at present to 38 industries. About 24.8 lakhs of employees in 6,847 establishments get the benefit of contributory provident fund. The provident fund contributions up to the end of 1958 amounted to Rs. 125.14 crores.

**Medical Care for Workers' Families**—Under the Employees' State Insurance Scheme, families of 1,96,500 insured persons have so far been provided with facilities for medical care.

## 6. LEGISLATION

**The Mysore Shops and Commercial Establishments Bill**—The Government of Mysore published the Mysore Shops and Commercial Establishments Bill 1958 in the State Gazette. The Bill seeks to consolidate and amend the law relating to the regulation of conditions of work and employment in shops and commercial establishment in the State of Mysore replacing thereby the separate enactments that are now in force in the different areas of the reorganised State.

## 7 COMMITTEES AND CONFERENCES

The Second Session of the Conference on safety in Mines was held at Dhanbad as stated above. Apart from the Second Session of the Conference on Safety in Mines referred to above the sixth session of the Industrial Committee on Coal Mines was held at New Delhi on the 21st February, 1959. The important conclusions/recommendations related to abolition of contract labour in coal mines, revision of the standing orders in coal mines, re-employment of workers partially disabled by accidents and workers cured of T.B., appointment of a special officer in coal mining area to ensure smooth working of the Code of Discipline etc.

## 8. TRADE UNIONS

The tenth Annual Session of the Indian National Trade Union congress was held in Dibrugarh (Assam) on the 8th and 9th February, 1959. A number of important resolutions relating to rise in food prices, implementation of awards and labour legislation, workers' participation in management, Third Five Year Plan, etc., were passed. The General Council of the All-India Trade Union Congress met at Bangalore on 15th—18th January. The resolutions passed by the Council relate, among others, to the subsidised industrial housing Scheme, introduction of automatic looms in textile industry, verification of trade union membership, and rise in food prices.

## 9. OTHER IMPORTANT EVENTS ETC.

**Legislation for Domestic Workers**—Shri Abid Ali, Union Deputy Minister for Labour stated in the Lok Sabha that the Central Government did not consider it necessary to bring in legislation at this stage.

to regulate the conditions of domestic servants. He, however, expressed the hope that the impact of public opinion and development of social conscience and awakening would gradually help in bringing about an improvement in the service conditions of domestic servants. The time for undertaking legislation would be when there was substantial volume of employment and domestic servants thrown out of employment could be absorbed in alternative employment.

## MONTHLY LABOUR NEWS—FEBRUARY, 1959

### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows:—

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded a decline by 14,411, i.e., by 77 per cent. At the end of the month, the number of applicants on the Live Register was 12,10,523 as against 11,95,926 at the end of the previous month, thus registering an increase of 14,597, i.e., by 1.2 per cent.
- (ii) The total number of vacancies notified to the Exchanges recorded a decline by 2.9 per cent. The number of vacancies notified declined in the public sector and appreciated in the private sector. Of the vacancies notified to the Exchanges during the month, 86.5 per cent were in the Government and quasi-Government establishments and local bodies. The number of employers utilising the services of the Exchanges increased from 6,693 during the previous month to 6,743 during the month, i.e., by 0.7 per cent.
- (iii) The particulars of 1,12,620 applicants as against 1,20,028 during the previous month were forwarded for available job opportunities. The number of placements effected during February, 1959 was 19,966 as compared to 19,255, in January, 1959, thus recording an increase of 3.7 per cent.

The relevant statistics are presented in the following table —

	February, '59	January, 1959
Registrations . . . . .	1,73,513	1,87,924
Number on Live Register . . . . .	12,10,523	11,95,926
Number of Employers Utilising the Services of the Employment Exchanges	6,743	6,693
Vacancies Notified . . . . .	27,895	28,713
Placements Effected . . . . .	19,966	19,255

(b) *Closures*—Information on closures supplied by the States shows that during the month, there were 12 closures, in 9 of which 1,598 workers were affected, as against 27 closures affecting 4,122 workers in the preceding month. Of the 12 closures 3 were due to shortage of raw material, 2 each due to close of season and set back in the industry and 1 each due to uneconomic working, defect in machinery and liquidation of the company. The reasons for 2 closures are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 16 units affecting 213 workers. In the previous month, retrenchments were reported from 14 units affecting 201 workers. The main reasons for retrenchments during the month were financial stringencies, slackness in business and other trade reasons.

(d) *Lay Off*—In the States supplying information, 11 units laid off 656 workers, mainly due to shortage of raw material and defect in machinery.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information 15 new factories were registered, in which 504 workers were proposed to be employed. Three factories re-opened after closures in which 714 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and attempt to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table overleaf shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of February, 1959, under the Factories Act, Payment of Wages Act, Minimum Wages Act, and the Shops and Commercial Establishments Acts in some of the States for which information is available. Statistical data regarding the number of trade unions registered, etc. under the Indian Trade Unions Act, 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act 1923, etc., is given in separate paragraphs.

# ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED ETC., UNDER CERTAIN LABOUR LAWS IN FEBRUARY, 1959

(a) Number of establishments inspected.

(b) Number of Prosecutions launched.

(c) Number of convictions obtained.

State/Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
<i>State</i>												
Andhra Pradesh	—	—	—	—	—	—	—	—	—	—	—	—
Bihar	—	—	—	—	—	—	48	—	—	1,378	10	8
Bombay*	1,400	198	114	112	—	—	156	—	1	807	48	100
Kerala	433	5	2	123	—	—	727	1	1	2,078	12	2
Madhya Pradesh	—	—	—	—	—	—	334	—	—	1,654	251	214
Madras*	660	9	14	449	—	—	695	5	1	49,671	51	28
Mysore*	132	—	—	—	—	—	141	1	—	3,748	76	60
Orissa	37	33	—	41	—	—	33	—	—	—	—	—
Punjab	174	—	—	3,091	—	—	645	—	—	13,956	583	—
Rajasthan*	113	—	1	23	1	—	50	—	—	—	—	—
Uttar Pradesh	229	—	—	136	—	—	1,034	—	—	5,131	104	59
West Bengal	491	3	—	386	—	—	—	—	—	5,503	447	262
<i>Union Territories</i>												
Delhi	49	9	7	53	—	—	293	12	11	1,725	400	191
Himachal Pradesh	5	—	—	—	—	—	—	—	—	—	—	—
Tripora	—	—	—	1	—	—	7	—	—	57	2	1

\*1st of the month of January, 1959.



**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING FEBRUARY, 1959**

State Territory	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
1	2	3	4	5
<i>State</i>				
Andhra Pradesh . . . . .	—	6	—	—
Bihar . . . . .	573	4	—	577
Bombay* . . . . .	1,660	37	—	1,697
Kerala . . . . .	—	39	20	—
Madhya Pradesh . . . . .	316	1	—	317
Madras* . . . . .	911	21	3	929
Mysore* . . . . .	390	6	—	396
Orissa . . . . .	—	—	—	—
Punjab . . . . .	470	3	—	473
Rajasthan* . . . . .	224	12	—	236
Uttar Pradesh . . . . .	999	19	—	1,017
West Bengal . . . . .	2,218	22	133	2,107
<i>Union Territories</i>				
Delhi . . . . .	310	6	—	316
Himachal Pradesh . . . . .	—	—	—	—
Tr p ra . . . . .	39	—	—	39

\*For the month of January, 1959

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

In Madras, 3 Standing orders were certified during January, 1959 bringing the total number of such orders to 742. In Uttar Pradesh, Standing Orders of two establishments were certified during the month. In West Bengal, Standing Orders of 3 concerns and amendments to the previously certified Standing Orders of 2 concerns were certified during the month under review.

**WORKMEN'S COMPENSATION ACT, 1923**

In Andhra, an amount of Rs 15,761 was paid during the month in respect of 5 fatal accidents. In Kerala, 8 cases were decided during the month and an amount of Rs 31,286 was paid as compensation in these cases. In Madras, an amount of Rs 12,092 was deposited with the Commissioner for Workmen's Compensation in respect of 7 fatal

and 31 non-fatal (permanent disablement) accidents during January, 1959. In *Rajasthan*, an amount of Rs. 6,143 was paid as compensation in respect of 14 cases up to the end of January, 1959. In *West Bengal*, 230 claims for compensation were disposed of during February, 1959 and the employers deposited Rs. 1,45,182 as compensation. A sum of Rs. 1,52,544 was paid to the injured persons and dependents of the deceased. In *Delhi*, 2 cases were disposed of during the month.

#### WORKERS' EDUCATION

In *Andhra Pradesh*, the workers' education classes in 12 factories were continued to be held during the month in four languages viz., Hindi, English, Telugu and Urdu. An Ad hoc Committee under the Workers' Education Scheme has been constituted having representatives of employers, employees, educational institutions and Government officials. In *Bombay*, the 600 classes which were started in December, 1958 completed nearly half the course of the present Session during January, 1959. In *Uttar Pradesh*, adult education classes were continued to be held at four Labour Welfare centres at Kanpur during February, 1959. The average daily attendance in these night classes was 50. In *West Bengal*, craft training classes in sewing, knitting and leather work etc., were continued to be held as usual in the plantation centres. In *Delhi*, literacy classes were continued to be held during the month.

#### LABOUR WELFARE

In *Andhra Pradesh*, indoor and outdoor games were organised in the labour welfare centres during the month. In *Bihar*, the welfare centres continued to function actively. In *Bombay*, six cultural programmes, five filmstrip shows and three cleanliness programmes were organised during January, 1959. In the *Punjab*, four more labour welfare centres were opened during February, 1959 raising the number of such centres to seventeen. Instructive entertainment to workers and their dependents was continued to be provided in these centres. In *Uttar Pradesh*, the usual welfare activities were carried out with great enthusiasm at various labour welfare centres. In *West Bengal*, thirty labour welfare centres continued to function satisfactorily during the month. Sports for children and Cinema Shows etc., were arranged in some of the centres. The staff of the labour welfare centres visited labour colonies and delivered lectures on hygiene, sanitation, etc. In *Delhi*, welfare activities were carried on, as usual, in all the labour welfare centres. Important among the activities were the organisation of special music programmes, volley ball matches and various indoor games. The construction of the Labour Welfare Centre building in the Industrial Housing colony, Najafgarh Road, was also in progress.

#### COMMITTEES, CONFERENCES AND ENQUIRIES

In *Andhra Pradesh*, the second meeting of the Andhra Pradesh State Labour Advisory Board was held in the month under review. In *Bihar*, the Minimum Wages Committee for fixation of minimum wages in agriculture in Purnea district held its third meeting during the month and made certain unanimous recommendations to Government for fixation of wages for different operations in agriculture. In *Bombay*, the field work relating to the socio-economic enquiries of workers in hospitals in Bombay State and of those in Jari Industry in Surat Centre were completed during January, 1959. The schedules collected during the rapid family budget survey at Bombay

relating to families reporting expenditure on food were also scrutinised. In Kerala, (i) the Coir Industrial Relations Council met during February, 1959. Besides accepting the report of the ad-hoc Committee in respect of standardisation of wage rates and work-loads of workers in the Coir Mats and Matting Industry, it decided that the standardised rates should be implemented from 15th May, 1959. It also approved four resolutions of the ad-hoc Committee for evolving a lay-off scheme in Coir Yarn Bailing Section. On the question of bonus to staff the Council felt the necessity of investigation in the matter and for this purpose, an ad-hoc Committee consisting of 4 representatives each of employers and employees was constituted. (ii) The Industrial Relations Committee for Engineering Industry also met and accepted the report of the sub-committee which enquired into the retrenchment of workers in the Metal Industries Ltd., Shornur. It also resolved to request the management of the concern to take back the retrenched workers on the same status and service conditions as were in existence before retrenchment. (iii) A meeting of the Industrial Relations Committee for Tapping Industry was also held during the month under review. The Committee discussed the question of bonus for 1958-59 and decided that the bonus at 25 per cent, more than that of the previous year subject to a minimum of Rs. 10 should be paid to each worker in the Industry. It also decided to form a sub-committee for considering the bonus issue in the tapping industry of the Kottayam area. Besides these, a meeting of the Industrial Relations Committee for Timber industry was also held. In Madras, the State Housing Board held its ninth meeting on 3rd January, 1959 to discuss the progress made in the various housing schemes. In the Punjab, the Government accorded sanction during the month for the constitution of State Working Group on Housing. The main function of this group will be to study the various problems connected with the housing activities of the State Government in connection with the preparation of the Third Five Year Plan. In West Bengal, the Minimum Wages Advisory Committee for Calcutta Corporation met during the month and discussed, among other things, classification of workers in different categories. The Evaluation Committee also held its meeting on the 4th February, 1959 and discussed (i) review of the cases involving non-implementation of agreements and awards; (ii) review of the working of the Code of Discipline in industry; and (iii) implementation of labour laws. The Calcutta Dock Labour Board met during the month and discussed (i) terms and conditions for provisional listing of non-Indian nationals as Dock workers under the unregistered Dock Workers' Scheme; (ii) one step promotion of de-ganged workers who joined the sub-pool of leave reserve after the stipulated date, (iii) payment of double wages to workers who are required to record attendance on approved holidays, (iv) compulsory retirement of workers declared medically unfit due to old age; and (v) quantum of flood advance payable to workers. The special Committee on Jute met and recommended setting up of five zonal committees. These committees would be tripartite in composition and will look up all cases of disputes arising out of implementation or non-implementation of the decisions arrived at the 4th Session of the Industrial Committee on Jute. In Delhi, the Minimum Wages Committees—set up by the Delhi Administration for review of the minimum rates of wages in Printing Presses, Automobile Engineering and Foundries—held meetings during the month.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING FEBRUARY, 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in February, 1959 there were 68 fresh disputes. In 67 of these disputes, for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 25,711 in units normally employing 79,312 workers. The figures for the previous month were 119 fresh disputes, maximum number of workers involved in 111 disputes 55,291 in units normally employing 1,71,239 workers. The number of disputes current at any time during the month was 93. In 91 of them the maximum number of workers involved was 35,121 in units normally employing 89,616 workers. The figures for the previous month were 152 current disputes, maximum number of workers involved in 144 disputes 61,169 in units normally employing 1,77,827 workers. The average number of workers involved in 91 current disputes during February, 1959, was 33,990. In the preceding month the average number of workers involved was 60,114 in 144 current disputes. The man-days lost were 2,71,253 during February, 1959 and 3,06,998 during the preceding month. The time-loss during February, 1959, and the monthly average time-loss during the year 1958 was 4,47,803 and 6,32,717 respectively. The average duration of disputes current at any time was 8.0 days during February, 1959 and 5.1 in the preceding month. It may be mentioned that the figures given above for the months of January, 1959 and February, 1959 are not strictly comparable as information relating to Madras and Mysore is not included in the figures for the latter month due to non-receipt of returns.

Seven of the current disputes resulted in lock-outs. These involved 5,343 workers and accounted for a time-loss of 1,19,330 man-days during the month. West Bengal accounted for 3 lock-outs, Uttar Pradesh 2 and Bihar and Kerala one each.

Sixty-six disputes terminated during the month of February 1959. Of these 42 lasted for not more than five days each and only 6 lasted for more than thirty days each. The workers were completely or partially successful in 22 cases that terminated during the month. They were unsuccessful in 28 cases. The results were indefinite in 11 cases and not known in 5 cases. Among the important causes of fresh disputes may be mentioned "Wages and allowances" in 15 cases and "Personnel" in 14 cases. During the month under review a time-loss of 1,84,215 out of the total of 2,71,253 i.e. 67.9 per cent was accounted for by the Manufacturing Industry group. "Construction" group came next with a time-loss of 42,057 man-days i.e. 15.5 per cent of the total. The rest of the time-loss was distributed more or less evenly in other major industry groups.

West Bengal recorded a time-loss of 98,499 man-days during the month. This was the highest among all the States. Next in order came Uttar Pradesh, Bihar, Kerala and Bombay with a time-loss of 63,686; 50,685, 15,953 and 15,494 man-days respectively. Compared to the previous month, the time-loss increased in Uttar Pradesh, Bihar, Delhi, Rajasthan and Tripura by 57,552, 39,818, 4,339, 4,250 and 600 man-days respectively. It decreased in the remaining States.

Regarding the industrial relations in the States there was nothing special to report.

## DETAILS OF IMPORTANT DISPUTES

The lock-out in AID Limited, Shyamnagar, 24-Parganas, reported earlier, was still in progress at the end of the month under review and caused a time-loss of 31,200 man-days during February, 1959. On the 31st January, 1959, three thousand and four hundred workers of Ganga Bridge Project, P.O. Hathidih, Patna, struck work demanding provision of work to the surplus workers after the completion of the Project. The strike was, however, called off by the workers on the persuasion of Project Administration. The strike caused a total time-loss of 44,200 man-days. On the 2nd February, 1959, 1,180 workers of Raza Sugar Co. Ltd., Rampur and 1,082 workers of Buland Sugar Co. Ltd., Rampur, struck work. There were 36 demands of the workers of which details are under enquiry. On the 4th February, 1959, the managements declared lock-outs in their respective establishments which were lifted on the 26th February, 1959. The workers, however, did not join duty and hence the strikes were continuing which caused a time-loss of 30,482 and 28,188 man-days respectively during the month.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of February, 1959, was 56 (Provisional) as against 45 in the preceding month.

## SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during February, 1959, and the number settled or investigated by them

State	Number of Complaints Received During the Month Relating to								No of Com- plaints settled or Investi- gated*
	Wages & Allow- ances	Bonus	Per- sonnel	Re- trench- ment	Leave & Hours of Work	Others	Not Known	Total	
Bihar . . . . .	32	—	17	—	—	—	—	49	19
Dolha . . . . .	—	—	—	—	—	—	555†	555	490
Kerala . . . . .	195	105	101	17	79	115	—	612	335
Punjab . . . . .	177	14	53	148	15	176	5	588	698*
Tripura . . . . .	10	—	1	—	—	2	—	13	10
West Bengal . . . . .	10	—	4	—	22	39	5	110	121

\*Includes outstanding cases of the previous month.

†The complaints mostly related to wages and allowances and personnel

Source: Monthly Labour News.

## QUESTIONS AND ANSWERS IN PARLIAMENT

**EMPLOYEES' PROVIDENT FUND**—The amount of arrears due from employers under the Employees' Provident Fund Scheme was about Rs. 75 lakhs at the end of November, 1958. The Central Government have now decided to speed up the collection of arrears and it is proposed to press for more deterrent punishments than are being generally awarded to ensure speedy recovery of the same (March 6, 1959).

The Employees' Provident Funds Act, 1952 has not been enforced in respect of the following industries even though they employ more than 10,000 persons:—

- (1) Rice, flour and dal mills. (2) Cotton ginning and baling, (3) Coir and rope works, (4) Pottery, china and earthenware, (5) Cashewnut industry, (6) Banks, (7) Insurance companies, (8) Transport, (9) Hotels and restaurants, (10) General trading establishments, (11) Tobacco industry, (12) Wood and cork industry, and (13) Oil-well operation, petroleum refineries, coke ovens etc. No specific date regarding the enforcement of the Act in these industries has been fixed at present. The position in respect of each industry has to be examined carefully before any decision in the matter can be taken (March 3, 1959).

**EMPLOYEES' STATE INSURANCE SCHEME**—Of the 13.75 lakhs of employees expected to be covered under this scheme by the end of 1958, 13.56 lakhs of employees had actually been covered (March 31, 1959).

**EMPLOYEES' STATE INSURANCE SCHEME IN PUNJAB**—The minimum number of beds required to meet the needs of insured persons in Punjab under the Employees' State Insurance Scheme is 51 general beds and 37 TB beds. Of this 29 general beds have so far been reserved for insured persons in the existing hospitals. The families of insured persons in the State are entitled to out-door medical care and domiciliary mid-wifery only under the scheme (March 6, 1959).

**ACCIDENTS IN KOLAR GOLD FIELD MINES**—There were 730\* accidents resulting in 16\* deaths in the Kolar Gold Field mines from the 29th November, 1956 (i.e., since nationalisation) to the 10th February 1959. (March 3, 1959)

**CODE OF DISCIPLINE IN THE TOBACCO INDUSTRY**—The major employers in the tobacco industry have accepted the Code of Discipline. However, the All-India Tobacco Employees' Federation made a representation regarding the flouting of the code by employers in the industry. Since the matter falls within the State sphere, the Bihar Government was requested to explore the possibility of bringing about an out-of-court settlement (March 3, 1959).

**CANTEENS FOR LABOURERS IN DELHI**—The Government of India is considering the question of granting assistance for opening canteens for labourers in different industrial areas in Delhi. It is proposed to set up about 15 canteens during the entire Second Plan period. An amount of Rs. one lakh has been allocated for the purpose (March 11, 1959).

\*The figures are provisional

**CLOSURE OF MANGANESE MINES**—According to the closing notices under Mineral Conservation and Development Rules, 1958, 39 manganese mines in Madhya Pradesh and 19 in Bombay were closed down in 1958. In order to stimulate export of manganese ore, Government have taken the following steps: (i) Export duty on all grades of manganese ore has been abolished from November 1958; (ii) mine owners and exporters have been permitted to enter into long term contracts for a minimum period of three years, with foreign buyers. Shippers have been assured that any change in the future export policies of the Government will not deprive them of export and movement quota, and (iii) the export policy of manganese ore canalised through the State Trading Corporation has been considerably liberalised (March 16 1959).

**CLASSIFICATION OF ACCIDENTS IN MINES**—The accidents in mines are being classified as statistical and non-statistical. All accidents not connected with mining are classified as non-statistical accidents. There were 31,904 statistical and 968 non-statistical accidents in mines during the period 1950 to 1958\* (March 26, 1959).

**ACCIDENTS IN COAL MINES**—The total number of accidents which occurred in coal mines during 1956 to 1958 was 8,757 and the number of persons killed and seriously injured therein was 858 and 8,418 respectively (March 19, 1959).

**WORKS-CUM-PRODUCTION COMMITTEES IN CENTRAL SPHERE UNDERTAKINGS**—Up to the end of December, 1958 works-cum-production committees had been formed in 14 undertakings. In 32 undertakings sub-committees of works committees were functioning as production committees. There were in addition to production Committees which existed in 64 of the Central Sphere undertakings. The number of works committees functioning in the central sphere undertakings during the quarter ending the 30th September, 1958 was 701 (March 31, 1959).

**TRAINING OF WELFARE PERSONNEL**—The Union Ministry of Labour and Employment is arranging for the training of its multi-purpose welfare workers at the rate of 100 per year during the Second Five Year Plan period. Under this scheme 54 workers received training up to the end of 1958 (March 11, 1959).

**MINING BOARDS**—A Mining Board has been constituted, in the State of Andhra and it is expected that a Mining Board for Mysore will be constituted shortly. (April 3, 1959)

**INSTALLATION OF AUTOMATIC LOOMS IN THE COTTON TEXTILE INDUSTRY**—The Government of India have devised two schemes for allocation of automatic looms to the cotton textile industry—one is for allocating 3,000 automatic looms exclusively for export purposes and the second for allocation of 2,500 automatic looms during each of the calendar years 1959, 1960, and 1961 for replacement of plain looms. The installation of automatic looms will be governed by the principles arrived at, at the 15th Session of the Indian Labour Conference, which among other things, stipulated that there should be no retrenchment of labour. If any of the workers were displaced on the looms, they would be absorbed in other departments of the mills. Not more than 1,000 to 1,500 workers per year are likely to be affected all over the country by the installation of 2,500 automatic looms per year and all of them will be provided with alternative employment (March 19, 1959).

\*The figures for 1958 are provisional.

**LOCAL PRODUCTIVITY COUNCILS**—Local Productivity Councils have been established at Bombay, Kolhapur, Madras, Coimbatore, Bangalore and in Kerala State. Efforts are being made to establish about 20 more such councils in industrial centres.

**UNIFORM WAGES FOR PLANTATION WORKERS**—The State Governments (except Assam) who were contacted by the Central Government, on the subject of uniform wages for plantation workers have pointed out that the existing wages have been fixed under the Minimum Wages Act, 1948 and in some cases, by agreements. The variations in the wage rates are due to different conditions such as size of plantations, etc., prevailing in different areas. Most of the State Governments are not in favour of setting up a Wage Board for the industry. (March 11, 1959)

**Central Implementation and Evaluation Committee**—The first meeting of the Committee was held at New Delhi on the 20th September, 1958. The important decisions taken at the meeting and the action taken thereon are as follows

- (i) *Workers' and employers' organisations should take early steps to set up a machinery to screen cases before it is finally decided to take them up to higher courts—all Central Organisations of employers and workers, except one, have either already set up or have taken steps to set up a machinery to screen cases of industrial disputes before they are taken to higher courts;*
- (ii) *As regards appeals against industrial awards and agreements pending in courts, Central Government and the State Governments in their respective spheres, might explore the possibility of bringing the parties together with a view to settling disputes out of courts—Wherever necessary, the Central and State Governments are taking steps to bring about out-of-court settlements of disputes falling in their respective jurisdictions,*
- (iii) *The question of associating neutral auditors as assessors with the industrial tribunals so as to provide them with expert advice on accounting matters should be considered—the matter is under consideration,*
- (iv) *As the Code was formally ratified at the sixteenth session of the Indian Labour Conference held at Nainital in May 1958—it should be deemed to have come into effect from June 1, 1958—all Central Organisations of employers and workers have been informed of this decision,*
- (v) *A tripartite body comprising nominees of Government and organisations representing employers and employees should conduct an on-the-spot study of the Calcutta Tram workers' strike under the Code of Discipline—the Tripartite Enquiry Committee, set up to enquire into the strike of Calcutta Tramway Workers, held its first session from February 16 to February 20, 1959 at Calcutta. It will meet again from 12th March 1959, to record further evidences (March 3, 1959).*



## AGREEMENT BETWEEN THE MADRAS STATE ELECTRICITY BOARD AND THE STAFF EMPLOYED THEREIN REPRESENTED BY THE TAMILNAD ELECTRICITY WORKERS FEDERATION

An agreement was arrived at between the Madras State Electricity Board and the representatives of the staff employed therein regarding revision of pay scales dearness allowance, night shift allowance permanency of Nominal Muster Roll workers, rent-free quarters and free electricity uniform, national and festival holidays, hospital facilities, etc The main provisions of the agreement are summarised below —

(i) The Board agreed to revise, with effect from 1st January, 1959 the pay scales of posts carrying initial start of less than Rs. 500 per month According to the revised pay scales agreed upon by the parties the incumbents of all such posts have been benefited by way of higher initial starts The rates of increment and maximum of pay applicable to a good majority of posts have also been enhanced One advance increment in the revised scale will also be given for every three years of service, provided that the pay so fixed shall not exceed the pay admissible to an employee if he had originally started on the revised pay scale

The wages of Nominal Muster Roll workers, Casual labour and Contingent staff with over one year of service as on 1st January, 1959 and subsequently were raised by 12 Naye Paise per day.

(ii) All employees including Nominal Muster Roll workers, Casual labour and Contingent staff were granted an increase in dearness allowance at a flat rate of Rs 5 per month with effect from 1st January 1959, in addition to the benefit that will accrue to them consequent upon revision of pay or wages.

(iii) Workers getting less than Rs 3 per day and those getting Rs 3 per day or more were allowed night shift allowance of 25 nP and 37 nP per day respectively, if they work for 4 hours or more between 10 P.M. and 6 A.M.

(iv) About 5,000 Nominal Muster Roll workers were agreed to be absorbed in the Operation Subordinate Service within one year, and two thousand more in the succeeding two years

(v) The Operation Subordinate Service staff occupying departmental quarters will be relieved of the liability to pay rent and electricity charges with effect from the date of issue of orders on the points settled instead of 1st September, 1960 as proposed earlier.

(vi) Workers who have to come into contact with the public and who have to exercise their authority will be equipped with uniforms

(vii) Nominal Muster Roll workers on transfer to projects will also be entitled to construction allowance admissible to Operation Subordinate Service staff so transferred. The former with four years of service will be treated at par with the latter in the matter of national and festival holidays and travelling allowance.

## NEWS IN BRIEF

**Employment of Displaced Persons**—Of the 4,463 displaced persons registered with the employment exchanges during January 1959, 552 secured placements. Corresponding figures for the previous month were 4,946 and 548 respectively. At the end of January 1959, 44,734 displaced persons were on the Live-Register of exchanges as compared to 45,543 at the end of December 1958.

**Bonus to Vacuum Pan Sugar Factory Workers**—The Government of Uttar Pradesh have by a notification issued under section 3 of the Uttar Pradesh Industrial Disputes Act, 1947 directed 68 vacuum pan sugar factories in the State to pay bonus amounting to Rs 56 lakhs to all the workers employed in or under them in the crushing-season 1957-58. The amount of bonus payable to an employee under the order is not to exceed three months' wages during that year. Any amount paid as interim or advance bonus for the same season will be adjustable but a factory shall not be entitled to recover any amount already paid by it to its employees towards bonus, if such payment is in excess of the amount payable under this order.

[Notification No. 290(ST)XXXVI-A-200(ST)-58 dated the 28th January 1959.]

**Extension of Medical Benefit to the Family Members, under the Employees' State Insurance Act**—By a notification, the Government of Andhra Pradesh have extended the provisions relating to medical benefit to family members of employees insured under the Employees' State Insurance Act with effect from 26th January 1959 in the areas mentioned below:

- (i) within the limits of (a) the municipal corporation of the Hyderabad city, (b) the municipal corporation of the Secunderabad City, (c) Secunderabad cantonment, (ii) the areas within the revenue villages of (a) Kookatapally (b) Galthnagar (c) Bhol Khan Guda, (iii) the areas within the limits of (a) Visakhapatnam port area and the municipal town of same name (b) Chittivalsa (c) Nellimarla village (d) Eluru municipal town and Eluru Firka (e) Vijaywada municipal town (f) Mangelagiri village, Pedda Kakani Firka and (g) Guntur municipal town

[G.O.Ms. 293, Home (Labour II) dated the 5th February 1959.]

The scope of benefits has similarly been extended in the Madhya Pradesh State, with effect from 1st March 1959 to the following areas:

Municipal limits and the areas of one mile in radius surrounding the municipal limits of the cities of Ujjain and Ratlam

[INS-I-22(I)-3/58.]

**Tea Board Employees' (Conduct) By-Laws, 1958**—In exercise of the powers conferred by sub section (i) of section 50 of the Tea Act, 1953, the Tea Board has made the above by-Laws. These relate to prohibiting participation of employees in politics, strikes and demonstrations, joining associations, connection with press and radio, criticism of Board or Government, giving evidence before other authorities, communicating unauthorised information, subscriptions, gifts, private trade or employment, etc.

*Rail Concession to Kisans and Industrial Labourers Travelling in Small Parties*—The Government of Kerala have authorised the Labour Commissioner, Deputy Labour Commissioner and the District Labour Officers to issue certificates to persons eligible to the benefit of rail concessions who come within the category 'Agricultural or Industrial Labourers', as the case may be. Previously, this concession was being granted only to Kisans.

*National Industrial Tribunal, Allahabad*—The Government of India have constituted a National Industrial Tribunal with headquarters at Allahabad. Shri S. M. Merchant has been appointed as the presiding officer of the Tribunal. The industrial dispute between the employers in relation to the Amrit Bazar Patrika Pr. Ltd., Calcutta and their workmen has been referred to the Tribunal for adjudication.

*Employment of Handicapped Persons*—A provision of Rs. 28,000 was made by the Government during 1958-59 for carrying out random sample surveys of the handicapped in selected areas. The object of the surveys is to ascertain the incidence of the various crippling conditions as well as the socio-economic needs of the major categories of the handicapped. The survey in Bombay has been completed. In Delhi a similar survey is in progress. Sanction has also been accorded for carrying out a similar survey at Kanpur.

A further provision of Rs. 94,000 was also made in 1958-59 for the establishment of an employment organisation for the handicapped. On the advice of an I.L.O. expert who recently visited India a scheme for the establishment of the proposed employment organisation was also drawn up. This organisation is expected to consist of about 4 pilot employment offices charged with the task of securing suitable employment for properly trained handicapped persons.

*Interest Rates on Employees' Provident Fund Accumulations*—The Employees' Provident Funds Act, 1952 now applies to 38 industries. About 248 lakhs of employees in 6,847 establishments get the benefit of provident fund in these industries. The accumulations of the Fund up to the end of January 1959 amounted to Rs. 131.4 crores. A meeting of the Central Board of Trustees of the Employees' Provident Fund Organisation held on 30th March 1959 decided to recommend to the Government of India that the rate of interest to be paid to members of the Fund on their accumulations for 1959-60 should be 3½ per cent.

#### SCHEME OF DOMICILIARY TREATMENT TO COAL-MINERS

The Government of India have sanctioned the continuance, for a period of one year, the scheme of domiciliary treatment to coal miners suffering from T.B. in the coalfields of Bihar and West Bengal. Under the scheme a patient is given grant-in-aid up to a limit of Rs. 50 per month for special diet and a subsistence allowance up to a limit of Rs. 50 per month. The latter i.e., subsistence allowance is payable if the patient happens to be the only earning member of the family. These benefits are to be given for a maximum period of six months. The number of patients to be treated under the scheme has been limited to 300.

**Minimum Wages Act, 1948—Appointment of Advisory Committees**—In exercise of the powers conferred by Section 5(1)(a) of the Minimum Wages Act, 1948, the Government of Mysore has appointed 8 Advisory Committees, one each for employments in (i) Local Authorities, (ii) Plantations, (iii) Public Motor Transport, (iv) Tobacco (including Beedi making) Manufactory, (v) Rice, Flour, Dal and Oil Mills, (vi) Construction or Maintenance of Roads or Building Operations and Stone Breaking and Stone Crushing Operations, (vii) Tanneries and Leather Manufactory and (viii) Agriculture. Besides independent members, employers and employees engaged in these employments have been given representation on the Committees. These Committees will hold enquiries and advise the State Government in regard to the revision of existing minimum rates of wages and also fixation of such rates for the first time in certain areas of the State.

[Notification No LLH50 MNW57 dated Bangalore the 19th—21st January 1959]

**Minimum Wages Act, 1948—Appointment of Claims Authorities**—In exercise of the powers conferred by Section 20(1) of the Minimum Wages Act, 1948 and in supersession of all previous notifications issued on the subject, the Andhra Pradesh Government has appointed the Presiding Officers of the Labour Courts at Guntur and Hyderabad to be the Authorities to hear and decide all claims arising out of payment of less than the minimum rates of wages, remuneration for days of rest or for work done on such days and overtime wages to the employees employed or paid, in the Andhra and Telengana Regions respectively.

[Notification G.O.MS No 1418 dated 13th June 1958 and Memorandum No 88261/Lab.II/58-3 dated the 8th December 1958]

**Minimum wages Act, 1948—Exemptions**—In exercise of the powers vested in them, the Government of India in the Ministry of Labour and Employment have exempted the Nahan Foundry, Nahan and the Mandi Salt Mines, Mandi, in Himachal Pradesh from the provisions of the Minimum Wages Act, 1948

## FOREIGN

### EMPLOYMENT OF THE DISABLED IN JAPAN\*

The findings of two sample surveys carried out in Japan, first in 1952 and the second in 1956; to assess the number of employed disabled persons revealed that the percentage of the disabled to the total labour force increased from 0.95 to 1.68 during these years. In 1952, 24,443 employed persons were disabled out of the total labour force of about 25.8 lakhs. Corresponding figures in 1956 were 32,612 and 19.4 lakhs respectively.

The first object of the 1956 survey was to ascertain the rate of employment of disabled and to give their distribution by industry and size of firm. The survey revealed that the percentage of disabled persons to total labour employed in various industries ranged between 3.05 in Mining to 0.30 in Banking and Insurance. 'Manufacturing' and 'Services' accounted for 1.92 per cent and 1.37 per cent, respectively. So far as the size of the employing units is concerned, the percentage

\*Industry and Labour, Vol. XX No 12, 11th December 1958, vide pp. 452-56.

of disabled workers to total labour in the undertakings employing less than 15 workers was 2.71. This percentage was 1.25, 1.03 and 1.68 in the undertakings employing 15 to 99, 100 to 499 and 500 or more workers respectively. The study also revealed that about 67 per cent of the disabled employees were between 30 to 49 years of age; and that except for a mere 0.5 per cent of disabled workers, others had some type of school-education.

The second object of the 1956 survey was to establish relationships between the nature of disability and the type of occupation. For this purpose, a random sample of 3,329 disabled persons was selected from a total of 32,613 disabled persons covered by the survey. 49.2 per cent, or nearly half of the disabled persons had amputated arm or leg, and another 32.9 per cent suffered from impaired functioning of arm, leg or body. On the whole, orthopaedic cases accounted for 80 per cent. of the disability cases which proves that industrial accidents are the major cause of disability. 54.9 per cent of disabled persons were engaged in skilled, semi-skilled or unskilled types of work; 29.5 per cent in clerical jobs and as sales personnel. The remaining 15.6 per cent were engaged in various other types of professions and services including managerial staff.

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest published in periodicals received recently in the Labour Bureau are mentioned below:—

*Occupational Health Bulletin*, (Occupational Health Division, Department of National Health and Welfare, Ottawa-Canada), November-December 1958—Food Hygiene in Industry.

*Monthly Labour Review* (United States Government Printing Office, Division of Public Documents, Washington 25 D.C.), November 1958—(i) Centralisation of Bargaining in Sweden since 1939, (ii) Changes in Selected Health and Insurance Plans, 1954 to 1958.

*West Bengal Labour Gazette* (West Bengal Government Press, Publication Branch, 33, Gopalnagar Road, Calcutta, 27), December 1958—(i) Industrial Safety and Productivity (ii) Accident-Cause and Prevention, and (iii) Study on Unemployment among Women in West Bengal.

*American Federationist* (AFL-CIO Building, 815 Sixteenth Street, N.W., Washington 6 D.C.), February 1959—Women in British Industry.

*Industrial Welfare* (48, Bryanston Square, London W 1), January-February 1959—Putting Disabled People to Work.

*Industrial Relations* (Artistry House, 15 Park Street, Calcutta-16), January-February 1959—Role of Industrial Medical Officer in Accident Prevention (ii) Developing a constructive union management relationship.

*United Nations Review* (Orient Longmans, New Delhi), February 1959—What is Economic Development.

*The Eastern Economist* (52, Jan Path, New Delhi), March 13, 1959—Training for Management.

*The Indian Worker* (17, Jan Path, New Delhi), March 23, 1959—The Human Element in Industrial Relations.

## BOOK REVIEWS

1. International Labour Office. *The Cost of Social Security*, Geneva, 1958: pp. 201; price \$ 3 or 18 Shillings (in English, French and Spanish)

The present publication is the outcome of a study of social security schemes by the International Labour Office. This is the third in the series since the Second World War and relates to the years 1952 to 1954. The first study covered 1949 and the second, 1950 and 1951. The two main objectives of the study are, (i) to present a consolidated statement of financial operations of social security schemes existing in the different countries, and (ii) to compare the distribution of the charges of social security between the different sources of revenue and the economic incidence of social security in the countries covered and to determine the trends in social security costs.

Although the International Labour Office addressed all the Member-States, fairly complete information was received only from 32 countries, 5 of them being in Asia and 2 in Africa. The five Asian countries for which complete data were received and compiled are Ceylon, China (Taiwan), Israel, Japan and Turkey. Data relating to eleven countries, including India, which supplied incomplete or fragmentary information have been given in the appendices. Pakistan and Burma do not find a place at all in the Publication, nor is any information given about the U S S R.

Apart from Introduction and Appendices there are two parts in the publication. Part I deal with Basic Tables and Part II with Comparative Tables. The introduction refers to the objectives and scope of the enquiry and the methodology followed in the presentation of the data. The section on Basic Tables contains the analysis of receipts (by sources) and expenditure of each of the 32 countries for the latest year covered, i.e., either the calendar year 1954 or the official year ending during that year.

The section on Comparative Tables contains data regarding total receipts of, and expenditure on, social security schemes, in each of the 32 countries from 1949 to 1954 (to the extent data are available). Data relating to the eleven countries which supplied only rudimentary information have been presented separately for each of the countries in the appendices.

The publication is a very useful one to all those who are interested in the subject and some of the tables, especially those in Part II, e.g. receipts and expenditure of social security schemes as percentages of national income and indices of annual average benefit expenditure per head of the total population, should be of much informational importance. It is hoped that future publications in the series will be more comprehensive and will have a large coverage.

2. International Labour Office: *African Labour Survey*,\* Studies and Reports, (New Series, No. 48), Geneva, 1958, pp. 712, Price \$5 or 30 shillings.

\*For a summary of the book, see *Indian Labour Gazette*, February 1959 issue—Vide pp. 601—607.

The present Survey is confined to a study of the conditions of labour in 34 countries and territories, south of the Sahara, with an area of 24.3 million square kilometres and a total population of 166.6 millions. Of the 34 countries, etc., 14 are British territories, seven French, five Portuguese and the rest, either territories of other Powers or independent ones. The primary and over-riding purpose of the survey is to provide objective and authoritative information which can form the spring board for future I.L.O. action in Africa. The second purpose is to meet the increasing need in Africa for fuller information of the conditions prevailing and the manner in which problems of common concern have arisen and been dealt with in other countries of Africa. The third purpose is the I.L.O.'s desire to spotlight the economic and social problems of a resurgent Africa and to make them more fully understood by others. The emphasis in the survey as a whole, has been on the presentation of data to illustrate the existing situation rather than historical development. Nevertheless, the present social problems have been studied in the perspective of historical factors.

Besides an Introduction, the book contains sixteen chapters, five appendices and a comprehensive index. There are also numerous tables in the text itself. Of the sixteen chapters, the first three, viz., Economic and Social Conditions, Land and Labour, and Community Development give the reader background information required for the proper understanding of the problems discussed in the succeeding chapters. The next twelve chapters deal with different aspects of labour, namely, Manpower and Employment; Productivity of Labour, Technical and Vocational Training; Freedom of Association and Industrial Relations, Wages and Wage Policy; Recruitment, Contracts of Employment and Conditions of Work, Occupational Safety and Health; Social Security; Workers' Housing; Co-operative Movement, Labour Administration and Inspection; and Application of International Labour Standards. The last, i.e., sixteenth chapter gives the conclusions reached in respect of some of the important problems referred to in the earlier ones. In addition to this, most of the chapters also contain the conclusions arrived at in respect of the matters discussed in each of them.

The publication is a welcome addition to the meagre literature available on the subject on Africa and underlines the recent change in the regional activities of the I.L.O. in regard to Asia and Africa. It is a comprehensive survey and conforms to the high traditions set by the International Labour Office. The results of the present survey, together with those of the one currently in execution in respect of countries north of the Sahara are fundamental to an effective solution of the current economic and social problems of the peoples of Africa.

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*N.B.*—1. For Scope and Limitations of the Statistics presented kindly see the January, 1959 issue of the Indian Labour Gazette.

2. The following symbols have been used throughout the Tables—

...Not available

—Nil or Negligible.

(R) Revised.

(P) Provisional.



## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957(P)	1958(P) First half
Andhra	2,04,379	1,97,440	2,13,437
Assam	74,698	72,415	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay	10,51,878	10,77,944	9,88,928
Jammu & Kashmir	7,176		
Kerala	1,67,190	1,55,317	1,10,683
Madhya Pradesh	1,69,176	1,54,738	1,53,697
Madrās	3,07,667	3,24,617	3,12,160
Mysore	77,101		
Orissa	22,614	24,730	24,984
Punjab	91,083	90,147	86,878
Rajasthan	44,932	47,433	50,854
Uttar Pradesh	5,73,577	2,84,987	2,70,832
West Bengal	6,82,297	6,88,094	6,71,478
Andaman & Nicobar Islands	3,875	2,808	2,762
Dilli	51,075	57,337	57,236
Himachal Pradesh	1,074	1,175	1,307
Mizoram	298		
Tripura	1,901	1,933	1,473
Total	34,01,799		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu and Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available.

Source: Chief Inspector of Factories State Governments

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Admini- strative and Executive	Clerical	Skilled and Semi- Skilled	Un- Skilled	Total
1	2	3	4	5	6
December 1957	68,474	2,32,029	1,47,428	2,41,360	6,89,271
January 1958	68,660	2,33,377	1,49,008	2,41,486	6,92,529
February 1958	68,127	2,34,427	1,52,347	2,38,837	6,93,734
March 1958	69,672	2,33,689	1,50,586	2,40,597	6,94,502
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,95,803
May 1958	70,367	2,35,810	1,50,124	2,41,338	6,97,637
June 1958	70,990	2,36,207	1,52,607	2,43,434	7,03,298
July 1958	71,575	2,37,531	1,53,231	2,42,071	7,05,288
August 1958	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,50,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,57,961	2,43,211	7,10,553
November 1958	73,061	2,39,193	1,57,423	2,42,821	7,12,501
December 1958	73,801	2,39,577	1,57,410	2,43,471	7,14,259

Source: Directorate General of Resettlement and Employment.

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING JANUARY 1959

State	Total No. of Workers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Andhra Pradesh	13,438	5,538	3,412	1,907	10,857
Bihar	745	443	280	—	723
Bombay	6,02,584	2,46,198	1,56,468	37,922	4,40,588
Kerala	10,508	4,962	2,565	1,421	8,948
Madhya Pradesh	54,267	24,311	16,664	3,014	44,989
Madras	1,21,114	60,013	33,448	10,465	1,03,926
Mysore	30,349	15,939	8,286	1,375	25,560
Orissa	5,060	1,810	1,377	1,208	4,395
Punjab	9,578	3,652	2,085	1,777	7,524
Rajasthan	12,043	6,161	3,595	1,007	10,763
Uttar Pradesh	51,524	21,924	15,595	8,614	46,133
West Bengal	43,815	21,489	12,854	7,110	41,453
Delhi	21,185	6,553	7,245	4,788	18,586
Pondicherry	7,709	3,107	2,155	197	5,459
Total (January, 1959)	8,85,938	4,22,100	2,60,039	81,665	7,69,804
Total (December, 1958)	8,91,750	4,26,831	2,65,301	82,538	7,74,670
Total (January, 1958)	9,15,445	4,35,790	2,72,402	88,465	7,96,657
Average (1958)	9,06,166	4,21,916	2,62,339	82,895	7,67,150

Source: Ministry of Commerce and Industry, Government of India.

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

1	October 1958	September 1958	October 1957	Average 1957
2	3	4	5	
<i>Underground</i>				
Average Daily Number of Workers Employed	2,15,908	2,09,974	2,01,890	2,00,192
Total Number of Man shifts Worked	52,63,533	54,71,228	49,47,823	51,08,006
<i>Open Workings</i>				
Average Daily Number of Workers Employed	43,711	40,006	37,675	33,880
Total Number of Man shifts Worked	10,53,699	10,40,131	9,06,202	8,64,725
<i>Surface</i>				
Average Daily Number of Workers Employed	1,17,913	1,13,533	1,16,115	1,15,604
Total Number of Man-shifts Worked	28,69,304	29,57,952	28,02,807	25,50,657
<i>Total</i>				
Average Daily Number of Workers Employed	3,77,562	3,63,193	3,58,672	3,49,676
Total Number of Man-shifts Worked	91,86,536	94,69,314	86,56,832	89,23,388

Source: Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED IN JANUARY 1959

State 1	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				Total No. of Mills 6
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	
Andhra Pradesh	2	1	5	5	13
Bihar	1	1	1	—	3
Bombay	15	11	76	95	198(1)
Kerala	1	—	5	7	13
Madhya Pradesh	1	3	11	4	19
Madras	5	2	67	55	134(5)
Mysore	3	—	6	7	17(1)
Orissa	2	—	—	1	3
Punjab	2	—	2	4	8(1)
Rajasthan	4	—	4	3	11
Uttar Pradesh	7	1	7	8	24(1)
West Bengal	2	2	7	10	30
Delhi	—	—	—	4	4
Pondicherry	1	—	—	2	3
Total (January, 1959)	46	21	101	214	481(9)
Total (December, 1958)	45	23	186	228	482(10)
Total (January, 1958)	32	33	191	208	473(0)
Average (1958)	41	33	182	213	469(0)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source: Ministry of Commerce and Industry, Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN JANUARY 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State 1	No. of Weaving Departments of Composite Mills which during the Month				Total No. of Mills 6
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	
Andhra Pradesh	—	—	—	2	2
Bihar	1	1	1	—	3
Bombay	11	7	120	35	173
Kerala	1	—	3	1	5
Madhya Pradesh	3	—	12	3	18
Madras	7	4	10	5	26
Mysore	5	—	6	—	11
Orissa	—	—	—	1	1
Punjab	—	1	1	2	4
Rajasthan	3	2	2	2	9
Uttar Pradesh	5	—	4	8	17
West Bengal	1	1	9	6	17
Delhi	—	—	1	3	4
Pondicherry	—	—	2	1	3
Total (January, 1959)	37	16	171	69	293
Total (December, 1958)	37	18	171	68	294

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source: Ministry of Commerce and Industry, Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING FEBRUARY, 1959

State	No. of Exchanges at the end of the Month	No. of Registrations during the Month	No. of Applicants placed in employment during the Month	No. of Applicants on the Live Registers at the end of the Month	No. of Employers using the Exchanges during the Month	No. of Vacancies notified during the Month	No. of Vacancies being dealt with at the end of the Month
1	2	3	4	5	6	7	8
Andhra .	19	11,192	1,264	80,562	541	1,608	3,318
Assam .	11	3,026	374	20,014	91	582	2,004
Bihar .	19	10,682	939	69,710	242	1,505	6,017
Bombay .	26	24,539	2,450	1,06,377	1,162	4,145	12,224
Delhi .	1	8,122	637	55,129	320	1,022	2,028
Himachal Pradesh.	2	656	47	2,870	36	96	193
Jammu & Kashmir	2	65	1	200	4	6	31
Kerala .	9	9,270	903	1,33,756	250	1,020	1,707
Madhya Pradesh.	15	10,961	1,669	42,841	339	1,935	7,428
Madras .	13	15,947	2,607	1,15,329	903	2,937	2,077
Manipur .	1	927	225	6,069	21	127	331
Mysore .	8	9,154	673	42,835	273	1,227	3,180
Orissa .	9	4,073	737	21,326	103	871	2,087
Pondicherry .	1	260	19	2,116	7	15	210
Punjab .	18	11,879	1,718	49,029	606	2,352	3,370
Rajasthan	12	6,043	1,099	30,097	401	1,517	3,160
Tripura .	1	396	31	2,712	17	53	312
Uttar Pradesh	33	31,059	3,360	1,52,894	939	4,488	5,880
West Bengal.	16	17,388	1,193	2,16,647	259	2,032	5,863
Central Establishment co ordination office.	—	—	—	—	—	267	1,344
Total (February 1959)	216	1,73,613	19,966	12,10,523	6,664	27,885	63,792
Total (January, 1959)	212	1,87,921	19,255	11,93,926	6,693	28,713	65,267
Total (February 1958)	187	1,74,523	16,523	9,44,980	6,046	24,084	43,988
Average (1958)	212	1,83,657	19,443	11,83,209	6,495	30,407	57,775

Source—Directorate General of Resettlement and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING FEBRUARY, 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra . .	381	3,249	24,369	4,503	2,854	38,965	6,241	80,562
Assam . .	46	1,275	2,214	59	420	15,501	508	20,014
Bihar . .	408	7,697	10,047	642	2,010	46,550	2,356	69,710
Bombay . .	1,056	9,356	53,124	6,260	5,997	79,568	10,990	1,66,357
Delhi . .	1,378	5,027	15,089	2,981	6,707	21,601	2,346	55,129
Himachal Pradesh	20	147	263	282	79	1,863	216	2,870
Jammu & Kashmir	..	14	70	21	8	71	16	200
Kerala . .	635	9,391	48,547	6,404	3,685	62,415	2,779	1,33,758
Madhya Pradesh	300	5,568	7,103	5,213	1,425	20,938	2,294	42,841
Madras . .	308	6,016	27,086	7,428	4,058	66,354	3,989	1,15,329
Manipur . .	165	293	627	1,153	32	2,540	1,259	6,069
Mysore . .	404	3,329	12,039	4,797	1,030	10,265	2,091	42,955
Orissa . .	240	4,495	3,546	331	624	10,008	2,182	21,328
Pondicherry . .	4	161	278	191	73	1,352	117	2,116
Punjab . .	516	3,197	10,148	3,895	3,571	25,034	2,668	49,029
Rajasthan . .	286	967	5,183	4,224	1,527	16,021	1,889	30,097
Tripura . .	9	185	153	441	101	1,045	778	2,712
Uttar Pradesh . .	1,303	13,943	47,648	2,290	9,299	71,720	6,601	1,52,804
West Bengal . .	1,712	21,059	46,759	522	3,943	1,35,686	6,966	2,16,647
Total (February, 1959).	9,261	95,303	3,14,293	51,628	47,243	6,36,497	58,292	12,10,523
Total (January, 1959).	8,913	91,683	3,13,616	54,513	45,146	6,27,165	54,890	11,95,926
Total (February, 1958).	6,509	72,799	2,67,364	39,768	34,523	4,78,683	46,129	9,14,980
Average (1958) . .	7,418	78,326	2,67,278	54,662	38,925	5,32,435	50,132	10,49,176

Source—Directorate General of Resettlement and Employment.

TABLE 9—TRAINING STATISTICS FOR FEBRUARY, 1959

State	No. of Centres at the end of the Month	Number of Persons Undergoing Training at the end of the Month				
		Vocational		Technical*	Apprentice-ship*	Total
		Men	Women			
1	2	3	4	5	6	7
Andhra . . .	8	16	27	1,768	—	1,809
Assam . . .	2	68	—	171	—	239
Bihar . . .	6	—	—	1,520	—	1,520
Bombay . . .	13	13	16	2,136	—	2,165
Jammu & Kashmir . .	2	30	—	95	—	125
Kerala . . .	4	—	—	1,255	—	1,255
Madhya Pradesh . .	8	41	—	1,297	—	1,338
Madras . . .	10	—	87	1,584	—	1,671
Mysore . . .	13	4	30	1,437	—	1,471
Orissa . . .	6	33	7	645	—	685
Punjab . . .	13	120	—	2,200	—	2,320
Rajasthan . . .	4	—	—	609	—	609
Uttar Pradesh . .	13	269	383	4,050	—	4,711
West Bengal . . .	15	385	—	1,780	6	2,171
Delhi . . .	3	170	183	1,210	—	1,563
Himachal Pradesh . .	2	11	18	119	—	148
Total (February, 1959)	122	1,160	751	21,912	6	23,869
Total (January, 1959)	117	1,284	756	13,735	6	15,581
Total (February, 1958)	369	1,267	623	14,983	613	17,486
Average (1958)	236	1,103	628	17,060	373	19,064

Source—Directorate General of Resettlement and Employment. \*Includes women if any.

## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

State	1936		1937	
	Total earnings (in thousands of Rupees)	Average per Capita Annual Earnings (Rs.) *	Total earnings (In thousands of Rupees)	Average per Capita Annual Earnings (Rs.) *
1	2	3	4	5
Andhra Pradesh . . . .	75,414	594.9	81,811(P)	1,030.8(P)
Assam . . . . .	47,950	1,525.9	50,307	1,833.6
Bihar . . . . .	1,65,145	1,235.6	1,73,448	1,299.2
Bombay . . . . .	10,99,521	1,414.8	11,11,147	1,432.8
Kerala . . . . .	56,949	735.9	48,187	805.0
Madhya Pradesh . . . .	33,256	982.4	78,291(P)	1,138.7(P)
Madras . . . . .	2,22,576	950.1	2,60,313	978.9
Mysore . . . . .	28,058	852.5	14,830	967.3
Orissa . . . . .	14,923	948.5	17,089	936.8
Punjab . . . . .	48,786	991.0	60,660	835.3
Rajasthan . . . . .	12,513	769.6	13,498	907.1
Uttar Pradesh . . . . .	2,32,342	1,014.1	2,56,189	1,077.5
West Bengal . . . . .	6,49,281	1,141.6	6,67,168	1,173.6
A. & N. Islands . . . .	2,609	688.8	1,845	657.1
Delhi . . . . .	67,764	1,365.9	72,268	1,493.4
Tripura . . . . .	643	851.3	555	933.0
All the above States . .	27,56,839	1,186.8	23,07,606(P)	1,233.9(P)

\*Relate to re-organised States and exclude Railway workshops and factories belonging to the groups Food, Beverages, Tobacco and Gaps and Presses

Source—Annual Reports on the Working of the Payment of Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

1	October 1958 2	September 1958 3	October 1957 4	Average 1957 5
<i>Jharia</i>				
Basic Wages . . . . .	8.69	8.63	8.46	8.11
Dearness Allowances . . . . .	11.41	11.61	11.26	11.25
Other Cash Payments . . . . .	1.89	1.85	1.13	1.10
Total . . . . .	21.99	22.10	20.85	20.46
<i>Raniganj</i>				
Basic Wages . . . . .	8.47	8.84	8.32	7.64
Dearness Allowance . . . . .	11.11	10.33	10.93	10.41
Other Cash Payments . . . . .	1.79	1.95	1.35	1.28
Total . . . . .	21.37	21.12	20.60	19.33

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State 1	Minimum Basic Wages 2	Dearness Allowance			
		February 1959 3	January 1959 4	February 1958 5	Average 1958 6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30.00	82.31	82.05	78.40	81.58
Ahmedabad . . . . .	28.00	83.45	84.22	70.77	75.31
Sholapur . . . . .	26.00	45.50	45.50	53.30	44.01
Baroda . . . . .	26.00	75.11	75.80	63.69	67.79
Indore . . . . .	30.00	59.06	59.06	56.06	55.17
Nagpur . . . . .	26.00	59.45	58.36	53.82	54.99
Madras . . . . .	26.00	60.19	61.87	53.81	55.84
Kanpur . . . . .	30.00	62.97	61.72	53.75	58.48
West Bengal . . . . .	28.17	32.60	32.50	30.00	31.25

Source—Monthly Returns on Dearness Allowance.

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month 1	Output per Man-shift for					
	Miners and Loaders		All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons 2	Kilograms 3	Tons 4	Kilograms 5	Tons 6	Kilograms 7
October 1958 . . . . .	1.16	1,178.62	0.59	599.47	0.41	416.58
September 1958 . . . . .	1.14	1,158.30	0.59	599.47	0.41	416.58
October 1957 . . . . .	1.14	1,158.30	0.61	619.79	0.41	416.58
Average 1957 . . . . .	1.14	1,160.84	0.61	619.79	0.41	416.58

Source—Chief Inspector of Mines Dhanbad.



## Industrial Disputes

TABLE 14—BY STATES

Industrial Disputes Resulting in Work Stoppages during February 1959

State	Starting during the Month			Continued from Previous Month			In Progress during the Month		
	No of Disputes	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	No of Disputes	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	No of Disputes	Total of Average Number of Workers Involved	Man-day Lost during the Month
Andhra*	2	554	872	—	—	—	2	554	202
Assam	1	189	189	2	703	709	3	728	2,983
Bihar	7	1,204	1,365 (1)	2	3,475	4,075	9	4,608	50,685
Bombay	17	4,196	14,800	3	721	952	20	4,732	15,494
Kerala	10	1,608	3,296	2	538	538	12	2,146	15,933
Madhya Pradesh	2	99	99	6	343	943	7	396	3,537
Mysore*	1	365	5,307	—	—	—	1	365	730
Orissa*	—	—	—	1	163	186	1	163	3,528
Punjab	—	—	—	—	—	—	—	—	—
Rajasthan	—	—	—	1	250	250	1	250	6,000
Uttar Pradesh	7	3,347 (1)	3,613 (1)	2	510	517	9	3,548 (2)	63,686 (2)
West Bengal	16	2,314	40,915	7	2,722	2,772	23	12,536	98,409
Delhi	2	2,863	8,956	—	—	—	2	3,099	4,581
Manipur	—	—	—	—	—	—	—	—	—
Tripura	3	672	800	—	—	—	3	800	5,350
Total February, '59	68	25,711 (1)	79,312 (2)	25	9,430	10,304	93	33,990 (2)	2,71,253 (2)
" Janua. '59B	119	55,291 (8)	1,71,239 (9)	33	5,878	6,586	152	60,114 (8)	3,06,999 (8)
" February, '58	119	92,982	1,45,906	33	13,737	16,644	152	1,00,344	4,47,803
(Monthly average) 1959	123	76,469	1,33,290	3	1,852	3,487	126	87,828	6,32,717

The figures in brackets show the number of cases for which the relevant information is not available.

Returns not received from the State Governments of Andhra, Jammu &amp; Kashmir, Madras, Mysore, Orissa, Andaman &amp; Nicobar Islands &amp; Jharkhand Pradesh.

\* Information relates to Central Spheres Undertakings only.

Source—Monthly Returns on Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No of Disputes in Progress during the Month	Maximum No of Workers Involved	No. of Workers Normally Employed in the Units Affected	Total No of Man days Lost during the Month
1	2	3	4	5
0. Agriculture, Forestry, Fishing &c	8	2,014	3,298	18,338
Tea Plantations . . . . .	8	2,014	3,298	18,338
1. Mining and Quarrying . . . . .	8	1,278	6,520	12,709
Coal Mining . . . . .	4	573	843	7,995
Iron Ore Mining . . . . .	1	168	188	3,528
Manganese . . . . .	1	112	112	336
Gold . . . . .	1	365	5,307	730
Non metallic Mining and Quarrying not elsewhere classified	1	60	70	120
2.3. Manufacturing . . . . .	51	23,845	43,473	1,84,216
20 Food (except Beverages) . . . . .	11	4,179	4,646	64,736
Grain Mill Products . . . . .	1	23	23	138
Rice Mills . . . . .	1	145	145	725
Sugar Mills . . . . .	4	2,957	3,417	61,450
Edible Oils (other than Hydrogenated Oils).	4	404	411	1,773 (1)
Others (Miscellaneous Food Preparations).	1	630	630	650
21 Beverages . . . . .	1	11	14	44
Others (Beverages) . . . . .	1	11	14	44
22 Tobacco . . . . .	4	256	236	996
Bidi Industry . . . . .	4	256	236	996
23 Textiles . . . . .	11	9,643	23,939	26,428
Cotton Mills . . . . .	8	7,440	21,039	16,350
Jute Mills . . . . .	1	1,278	4,000	1,278
Woollen Mills . . . . .	2	825	900	8,800
24 Footwear, other Wearing Apparel and made up Textile Goods.	1	108	277	198
26 Furniture and Fixtures . . . . .	1	347	350	6,169
31 Chemical and Chemical Products	1	500	500	12,000
Medicinal and Pharmaceutical Products	1	500	500	12,000
33 Non metallic Mineral Products (except Products of Petroleum and Coal)	5	1,185	3,011	13,207
Glass & Glass Products (except Optical Lenses)	2	520	520	10,030
Pottery, China and Earthenware.	1	60	60	1,380
Others (Non metallic Mineral Products not elsewhere classified).	2	605	2,431	1,797

TABLE 15—contd.

1	2	3	4	5
34 Basic Metal Industries	3	1,440	2,150	8,991
Other Processes (Ferrous)	3	1,440	2,150	8,991
35 Manufacture of Metal Products (except Machinery and Transport)	7	1,720	1,720	33,488
37 Electrical Machinery, Apparatus, Appliances and Supplies	2	612	736	5,866
Electrical Machinery	1	581	637	5,810
Others	1	31	99	56
38 Transport Equipment	2	3,588	3,588	5,876
Motor Vehicles	1	88	88	2,376
Others	1	3,500	3,500	3,500
39 Miscellaneous	2	266	266	6,216
4—Construction	4	4,282	7,700(1)	42,037
Construction, Repair & Demolition of Buildings	2	731	1,700(1)	1,106
Highways Roads, Bridges, etc	1	3,400	4,000	40,800
Railroads Railway Road Sheds, Bridges, etc	1	151	2,000	151
5. Electricity, Gas, Water & Sanitary Services	6	987	1,031	4,881
Electricity, Gas & Steam	1	500	500	1,500
Water Supply	1	74	74	74
Sanitary Services	4	413	457	2,307
6. Commerce	2	11(1)	17(1)	3(1)
Banks & Other Financial Institutions	2	11(1)	17(1)	3(1)
7. Transport & Communication (Other than Workshops)	7	2,333	27,151	6,682
Motor Transport	3	279	279	4,168
Docks and Ports	4	2,054	26,872	1,514
8—Services	3	283	318	812
Educational Services	1	118	153	354
Restaurants, Cafes, Hotels etc.	1	15	15	8
Other Personal Services	1	150	150	470
9—Activities not Adequately Described	1	108	108	2,556
Total	93	35,141	89,616	2,71,273

The figures given in brackets show the number of cases for which the relevant information is not available.

Source—Monthly Returns on Industrial Disputes.

TABLE 16—BY CAUSES AND RESULTS

(x) Number of Fresh Disputes

(y) Maximum Number of Workers Involved

(z) Number of Man-days Lost

(a) Number of Disputes Terminated

(b) Total of Average Number of Workers Involved

(c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in February, 1939			Disputes Terminated in February, 1939 by Result to Workers															
(z)	(y)	(x)	Cause	Successful			Partially Successful			Unsuccessful			Indefinite			Result Not Known		
				(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
15	2,675	9,743	Wages & Allowances	6	1,500	8,235	4	589	3,612	7	785	10,617	1	15	8	—	—	—
4	396 (1)	2,070 (1)	Bonus	2	217	756	—	—	—	1	N K	N K.	1	89	14,080	1	179	1,253
14	10,432	17,162	Personnel	1	50	150	1	100	1,700	7	4,294	11,822	5	5,359	50,516	1	175	31
5	1,055	15,480	Retrenchment	—	—	—	1	60	120	2	1,070	6,660	—	—	—	—	—	—
2	1,889	1,888	Leave & Hours Work	—	—	—	—	—	—	—	—	—	2	1,888	1,888	—	—	—
20	5,252	20,401	Others	3	408	786	3	1,011	3,088	10	3,467	7,259	1	100	100	2	125 (1)	500 (1)
8	3,123	68,000	Not Known	1	98	450	—	—	—	1	225	225	1	74	74	1	15	45
68	25,711 (1)	1,31,845 (1)	Total	13	2,161	10,417	9	1,760	9,420	28	9,841 (1)	36,471 (1)	11	7,524	75,666	5	497 (1)	1,929 (1)

N.B. The figures in brackets show the number of cases for which the relevant information is not available  
Source.—Monthly Returns on Industrial Disputes.

N K.—Not Known

TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum Number of Workers Involved	Number of Fresh Disputes			
	February 1959	January* 1959	February 1958	Average 1958
10 or more but less than 100 . . . . .	23	43	49	57
100 or more but less than 500 . . . . .	27	38	48	39
500 or more but less than 1,000 . . . . .	8	8	6	11
1 000 or more but less than 10,000 . . . . .	7	17	13	10
10,000 or more . . . . .	—	—	3	1
Not Known . . . . .	1	8	—	2
<b>TOTAL</b> . . . . .	<b>68</b>	<b>119</b>	<b>119</b>	<b>120</b>

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	February 1959	January* 1959	February 1958	Average 1958
A day or less . . . . .	24	44	42	44
More than a day up to 5 days . . . . .	18	30	41	38
More than 5 days up to 10 days . . . . .	8	23	13	14
More than 10 days up to 20 days . . . . .	7	9	6	11
More than 20 days up to 30 days . . . . .	3	4	7	6
More than 30 days . . . . .	6	11	9	9
Not Known . . . . .	—	—	—	1
<b>TOTAL</b> . . . . .	<b>66</b>	<b>121</b>	<b>120</b>	<b>123</b>

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man-days Lost during a Dispute	Number of Terminated Disputes			
	February 1959	January* 1959	February 1958	Average 1958
Less than 100 . . . . .	10	27	32	33
100 or more but less than 1,000 . . . . .	33	43	50	52
1,000 or more but less than 10,000 . . . . .	18	35	32	30
10,000 or more but less than 50,000 . . . . .	3	8	5	5
50,000 or more . . . . .	—	—	1	2
Not Known . . . . .	2	8	—	1
<b>TOTAL</b> . . . . .	<b>66</b>	<b>121</b>	<b>120</b>	<b>123</b>

Source :—Monthly Returns on Industrial Disputes.

\*Revised figures.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	February 1959	January 1959	February 1958	Average 1957
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	6.7	6.3	7.4	7.1
Ahmedabad (a)	" "	6.2	6.8	7.5	6.8
Sholapur (a)	" "	16.2	13.4	18.1	16.0
Kanpur (b)	" "	"	"	11.0	13.0
Kanpur (b)	Leather Industry	"	"	7.7	10.0
Kanpur (b)	Woollen Industry	"	"	9.5	8.5
Bombay (a)	Engineering	14.9	11.9	13.1	14.6
West Bengal (c)	" "	11.3	10.9	10.3	12.5
Coal Fields (d)	Coal Mining— Under ground	13.7 (October, 1958)	13.8 (Sept. 1958)	15.5 (Oct. '57)	14.8
	Open Working	13.9 (October, 1958)	14.7 (Sept. 1958)	15.7 (Oct. '57)	16.5
	Surface	9.4 (October, 1958)	9.0 (Sept. 1958)	11.4 (Oct. '57)	10.6
	Over All	12.4 (October, 1958)	12.4 (Sept. 1958)	14.2 (Oct. '57)	13.7

Sources—(a) Government of Bombay Deputy Commissioner of Labour (Administration)

(b) Employers' Association of Northern India, Kanpur.

(c) Government of West Bengal, Labour Commissioner.

(d) Chief Inspector of Mines Dhanbad.

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING JANUARY 1959, BY CAUSES

Industry	Percentage of Absenteeism due to				
	Sickness or Accident	Social or Religious Causes	Other Causes		Other Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk	3.2	2.5	5.3	3.7	14.7
Cotton	1.8	0.9	10.3	7.8	20.8
Woollen	0.6	—	8.2	5.7	14.5
Engineering	2.9	2.5	1.9	2.9	10.2
Manufacturing (Others)	2.3	0.9	6.4	1.4	11.0
Oil	3.4	2.1	1.6	5.6	12.7
Coffee	2.3	5.2	5.0	3.2	15.7
Mining	4.3	—	3.7	3.4	11.4
Sugar	2.2	2.5	5.0	0.3	10.0
Tobacco	10.8	—	7.8	0.6	19.2
Cement	2.7	2.2	7.6	1.7	14.2
Miscellaneous	0.8	—	4.0	11.4	16.2
Manganese	2.7	3.8	3.6	1.3	11.4
Plantations	2.9	—	8.4	6.4	17.7

Source:—Labour Commissioner Mysore.

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING FEBRUARY 1950 BY CAUSES

Industry and Area	No of Returns	Total No of Man-shifts Scheduled to Work	Total No of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras	1	3,35,481	22,897	4.8	0.2	0.8	1.0	6.8
Madurai	6	65,903	18,453	8.7	12.9	3.1	3.3	28.0
Coimbatore	15	4,57,993	47,749	3.5	0.7	3.5	2.7	10.4
Tirunelveli	5	2,69,993	37,315	4.9	4.4	4.1	0.4	13.8
Others	5	1,11,024	14,748	3.8	0.6	7.9	1.0	13.3
<i>Woollen Mills—</i>								
Dharwal	1	52,589	4,845	2.0	—	6.4	0.8	9.2
<i>Iron and Steel Factories—</i>								
West Bengal	3	3,06,831	28,653	2.2	—	5.0	2.1	9.3
Bihar	4	2,24,426	23,475	2.6	0.0	5.6	2.2	10.4
Madras	1	18,810	2,272	4.8	3.7	3.0	—	12.1
<i>Ordinance Factories—</i>								
West Bengal	3	3,52,486	24,707	2.5	1.0	5.3	0.9	9.7
Bombay	4	2,22,950	31,044	3.6	—	9.0	0.7	13.9
Madhya Pradesh	3	2,20,310	27,628	4.9	—	7.4	0.2	12.5
Uttar Pradesh	7	3,02,377	25,812	2.9	0.5	4.3	0.8	8.5
Madras	1	26,738	4,050	5.2	0.1	9.8	0.0	15.1
<i>Cement Factories—</i>								
Andhra	1	16,656	401	—	0.2	2.1	0.1	2.4
Madras	1	21,687	3,460	4.4	8.0	5.2	—	15.7
Madhya Pradesh	2	24,687	3,451	5.8	5.2	1.9	1.1	11.0
West Bengal	1	16,384	2,477	1.9	—	8.2	5.0	15.1
Bihar	3	52,818	6,756	3.1	0.1	7.6	1.9	12.7
<i>Match Factories—</i>								
Bombay	1	38,142	5,213	2.0	0.6	1.2	9.0	13.7
West Bengal	1	36,313	3,494	4.0	—	2.4	3.2	9.6
Uttar Pradesh	1	30,683	3,697	0.2	—	3.5	8.3	12.1
Assam	1	20,088	3,356	11.1	—	3.8	1.8	16.7
Madras	1	34,385	7,183	8.8	—	10.6	1.5	20.9
<i>Tramway Work shops—</i>								
Bombay	1	16,104	1,935	3.0	—	7.7	1.3	12.0
Delhi	1	1,961	223	6.3	—	3.1	2.0	11.4
Calcutta	1	27,236	1,611	1.1	3.3	—	1.5	15.9
<i>Telegraph Work-shops—</i>								
Bombay	1	30,410	4,580	1.9	3.0	7.5	2.7	15.1
West Bengal	1	48,463	4,621	3.1	—	6.4	—	9.5
Madhya Pradesh	1	32,928	3,490	0.3	—	10.3	—	10.6

Source — Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey Istanbul	Ceylon Colombo	Japan	Pakistan		Burma Rangoon
	General Index	Food Index								Karachi	Narayan- ganj	
1950	101	101	103	101	103	110	95	105	93	96	93	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	120	111	89	74
1955	96	92	135	112	116	169		110	128	106	90	76
1956	105	105	141	114	118	179	140	109	128	110	105	83
1957	111	112	147	118	122	183	156	112	132	120	110	92
1958	116	118	151	121	125	187	..	114	132	128	..	89
Feb	110	110	149	120	124	185†	164	115	131	127	113	84
March	110	110	150	121	124		164	114	130	124	113	83
April	111	112	152	121	125	186		114	131	127	110	86
May	113	113	151	121	125			115	131	125	115	90
June	116	118	153	125	125	187	.	114	132	126	115	93
July	119	122	150	122	125			112	131	129	116	97
August	120	124	150	122	125	187	.	114	133	128	117	97
Sept.	121	125	150	122	126		.	114	132	129	119	94
Oct.	123	127	152	122	126	189	.	116	133	121	118	91
Nov.	122	126	152	122	126		.	115	132	116	..	86
Dec. 1959	119	122	153	122	126	..	..	114	132	.	..	78
Jan.	117	119	153	122	126		..	114	.	..	..	74
Feb.	118 (P)	120 (P)	153	122	126	..	..	111	.			..

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.39 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the provisional all-India index on base 1944=100 during the month of February, 1959 was 162.84.

†Relates to quarter ending March, 1958

Sources: (i) I.L.O. except for all-India Index.

(ii) \*Labour Bureau for all-India Index.



TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)  
(Base shifted to 1949=100)

State and Centres	Original Base	Con- ver- sion fac- tor*	Index Number								
			General				Con- ver- sion factor*	Food Group			
			Feb 1959	Jan. 1959	Feb 1958	Ave- rage 1958		Feb 1953	Jan 1953	Feb. 1958	Ave- rage 1958
1	2	3	4	5	6	7	8	9	10	11	12
<b>Bombay—</b>											
Bombay	July 1933 to June 1934	3.07	130	129	124	123	3.66	133	132	126	133
Ahmedabad	August 1926 to July 1927	2.48	121	121	109	110	2.55	129	129	99	114
Cholapur	Feb 1927 to Jan 1928	2.99	109	108	99	101	2.92	125	123	109	118
Jalgaon	August 1939	4.25	115	114	100	107	4.62	121	119	98	109
Nagpur	August 1939	3.77	129	127	115	119	3.84	133	130	117	121
<b>Andhra Pradesh—</b>											
Hyderabad City	August 1943 to July 1944	1.54	126	126	119	123	1.51	142	142	132	137
<b>Madras—</b>											
Madras City	July 1935 to June 1936	1.23	127	130	120	124	3.63	127	132	118	124
<b>Mysore—</b>											
Bangalore	July 1935 to June 1936	3.01	134	134	130	131	3.42	134	135	130	130
Mysore	Do.	3.63	133	131	129	124	3.42	137	136	121	127
Kolar Gold Fields.	Do.	3.16	126	133	129	130	3.34	138	135	122	133
<b>Kerala—</b>											
Ernakulam	August 1939	3.68	118	119	111	114	4.53	122	123	114	118
Trichur	Do.	3.58	123	125	115	119	4.35	126	127	115	120
<b>Uttar Pradesh—</b>											
Kanpur	August 1939	4.79	101 (P)	103	89	98	5.38	101 (P)	102	81	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.  
Source : State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period=100	General Index				Food Index			
		Feb. 1959	Jan. 1959	Feb. 1958	Average 1958	Feb. 1959	Jan. 1959	Feb. 1958	Average 1958
1	2	3	4	5	6	7	8	9	10
1. <i>Assam</i> —	April 1951 to March 1952.	108	108	96	117	102	104	90	107
Tea workers in Assam Valley—									
1. Staff and Artisan		108	107	94	109	97	97	86	104
2. Labourers									
Tea workers in Cachar Dist.—									
1. Staff and Artisan	April 1951 to March 1952.	107	106	104	115	109	108	105	119
2. Labourers		98	96	93	103	95	93	88	101
Rice and Flour Mill workers in Urban Areas—	1950	96	95	96	100	89	88	92	96
1. Managerial and Mechanic class		94	93	96	100	87	86	94	98
2. Labourers									
Rice and Flour Mill workers in Rural Areas—	1950	96	96	93	99	80	90	87	96
1. Managerial and Mechanic class		96	96	93	100	88	88	86	96
2. Labourers									
Rural Population in Assam Plains Districts.	1944	150	149	152	157	..	..	..	..
2. <i>Madhya Pradesh</i> —									
1. Gwalior	1951	..	..	91	..	..	..	90	..
2. Indore	1951	..	..	91	..	..	..	87	..
3. <i>Punjab</i> —									
1. Patiala	1952-53	..	..	103	..	..	..	95	..
2. Surajpur	1955-56	..	..	109	..	..	..	114	..
4. <i>West Bengal</i> —									
(i) Asansol and Raniganj Area	1951	106	105	100	107	105	104	98	109
(ii) Bankura and Midnapore Area	1951	101	101	101	110	100	100	103	116
(iii) Furkum Area	1951	106	105	109	119	109	107	113	128
(iv) Maldah-West Dinajpur Area	1951	80	78	81	90	77	75	80	93
(v) Nadia Murebabad	1951	86	86	87	94	81	80	84	93
(vi) Calcutta	1944	140	141	140	147	140	142	142	152

Source : State Governments.

## LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING FEBRUARY, 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1959 are given in the July, 1955 and January, 1956, issues of the 'Indian Labour Gazette'. The corresponding index numbers for the latest available month on base: 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Jamshedpur recorded the maximum rise of 5 points. The index numbers for Delhi and Satna advanced by 4 and 3 points respectively. The index number for Mercara declined by 7 points. The index numbers for 13 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for February, 1959, are given below; only those for Delhi relate to March, 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

### Delhi

The index number showed only a fractional rise and remained stationary at 126 during March, 1959. In the food group index number, there was a rise in the prices of dal urd (7), milk (6), mustard oil (3) and turmeric (11) and a fall in the prices of potatoes (-4) and dal arhar (-8), the net result being a rise by 1 point in the group index number. The fuel and lighting group index number declined by 1 point due to a fall in the prices of charcoal (-11) and kerosene oil (-7). The clothing group index number advanced by 1 point mainly due to a rise in the prices of sarree (6) and coating (7). The miscellaneous group index number remained stationary.

### Ajmer

The index number advanced by 1 point reversing the downward tendency noticed since December, 1958 and stood at 103. The food group index number advanced by 1 point mainly due to higher quotations for chillies (28) and sugar (6). The fuel and lighting group index number receded by 3 points mainly due to lower quotations for firewood (-4) and kerosene oil (-24). The clothing group index number receded by 1 point mainly due to a fall in the price of orhai (-15). The miscellaneous group index number advanced by 1 point mainly due to an increase in the price of soap-washing (4).

*Jamshedpur*

The index number advanced by 5 points reversing the downward tendency noticed since October, 1958 and stood at 120. The food group index number advanced by 8 points mainly due to higher quotations for rice coarse (19), rice medium (20), dal arhar (24), fish (14) and chillies (16). The fuel and lighting group index number advanced by 1 point mainly due to higher quotations for coke (9) and kerosene oil (8). The clothing and the miscellaneous group index numbers remained stationary.

*Jharua*

The index number remained stationary and stood at 113, when rounded up to the nearest integer. The group index numbers also remained stationary.

*Dehri-on-Sone*

The index number advanced by 1 point reversing the downward tendency noticed since November 1958 and stood at 101. The clothing group index number advanced by 2 points mainly due to higher quotations for shirting (6), long cloth (8) and markin (3). The miscellaneous group index number advanced by 2 points due to an increase in the prices of hair oil (16) and bidies (8). The index number for the food and the fuel and lighting groups remained stationary.

*Cuttack*

The index number receded by 2 points continuing the downward tendency noticed since September, 1958 and stood at 111. The food group index number receded by 2 points mainly due to a fall in the prices of rice (-4), potatoes (-42) and chillies (-3). The fuel and lighting group index number receded by 3 points mainly due to lower quotations for kerosene oil (-13). The clothing and the miscellaneous group index numbers declined by 1 point each mainly due to a fall in the price of dhoties (-4) and pan (-3) respectively.

*Berhampur*

The index number receded by 1 point continuing the downward tendency noticed last month and stood at 113. The food group index number declined by 1 point as a net result of a fall in the prices of rice (-2), brinjals (-22) and plantain (-33), and a rise in the prices of dal arhar (7), chillies (14) and tamarind (40). The fuel and lighting group index number declined by 1 point mainly due to a fall in the price of kerosene oil (-17). The clothing group index number receded by 2 points mainly due to lower quotations for sarees (-2) and shirting (-9). The miscellaneous group index number advanced by 1 point mainly due to higher quotation for pan (5) and tobacco (5).

*Gauhati*

The index number showed only a fractional rise and remained stationary at 94. The food group index number advanced by 1 point mainly due to higher quotations for rice (2), masur dal (15) and

mustard oil (5) The fuel and lighting group index number advanced by 1 point mainly due to an increase in the price of kerosene oil (3). The index numbers for the clothing and the miscellaneous groups remained stationary

### *Silchar*

The index number showed only a fractional rise and remained stationary at 104 when rounded upto the nearest integer. The miscellaneous group index number advanced by 4 points mainly due to an increase in the prices of supari (44) and tobacco (7). The other group index numbers remained stationary.

### *Tinsukia*

The index number advanced by 2 points continuing the rising tendency, noticed last month and stood at 117. The food group index number advanced by 3 points mainly due to higher quotations for rice (4) and masur dal (13). The fuel and lighting group index number advanced by 2 points due to an increase in the price of firewood (3). The index numbers for the clothing and the miscellaneous groups remained stationary.

### *Ludhiana*

The index number showed only a fractional rise and remained stationary at 106. The miscellaneous group index number receded by 1 point mainly due to lower quotations for tobacco (-3). The index numbers for other groups remained stationary.

### *Akola*

The index number showed only a fractional rise and remained stationary at 107, when rounded upto the nearest integer. The food group index number advanced by 2 points mainly due to higher quotations for jowar (2). Other group index numbers remained stationary.

### *Jabalpur*

The index number advanced by 1 point reversing the downward tendency noticed since December, 1958 and stood at 110. The food group index number advanced by 2 points mainly due to higher quotations for wheat (6) and ghee (5). The fuel and lighting group index number advanced by 2 points due to an increase in the prices of firewood (2) and kerosene oil (4). The miscellaneous group index number advanced by 1 point mainly due to an increase in the amusement charges (13). The clothing group index number remained stationary.

*Mercara* (Base: 1953=100)

The index number receded by 7 points continuing the steep fall noticed since December, 1958 and stood at 115. The food group index number receded by 10 points mainly due to a fall in the price of paddy (-27). The fuel and lighting group index number advanced by 5 points mainly due to higher quotations for kerosene oil (6). The miscellaneous group index number advanced by 2 points mainly due to an increase in the price of soap washing (18). The clothing group index number remained stationary.

*Plantation Centres* (Base January to June 1949=100)

The index number receded by 1 point neutralising the rise noticed last month and stood at 120. The food and the clothing group index number receded by 1 point each. The miscellaneous group index number advanced by 1 point.

*Bhopal* (Base: 1951=100)

The index number showed only a fractional fall and remained stationary at 120, when rounded up to the nearest integer. The group index numbers also remained stationary.

*Satna* (Base: 1953=100)

The index number advanced by 3 points reversing the downward tendency noticed since November, '58 and stood at 111. The food group index number advanced by 4 points mainly due to higher quotations for rice (2), berri (15), junahari (6), kodai (13), and matra (16). The fuel and lighting group index number advanced by 3 points mainly due to an increase in the prices of firewood (6) and kerosene oil (4). The clothing group index number receded by 1 point due to a fall in the price of dhoties (-2). The miscellaneous group index number receded by 3 points mainly due to lower quotations for chewing tobacco (-36).

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ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE: AUGUST, 1939=100

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944, the consumer price index numbers on the original base 1944=100 for February, 1959 and March 1959 were 166.61 and 166.97 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August, 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August, 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of March, 1959 on pre-war August, 1939 base may be estimated to be 435.54.

TABLE 26—LABOUR BUREAU CONSUMER PRICE  
(Base shifted to 1949=100)

Centres	General					Food group					Index
	Conversion factor†	Feb 1959	Jan. 1959	Feb. 1958	Average 1958	Conversion factor†	Feb 1959	Jan. 1959	Feb 1958	Average 1958	Index
	2	3	4	5	6	7	8	9	10	11	
Delhi . . . . .	1.32	126½	122	108	113	1.26	136	129	119	117	
Ajmer . . . . .	1.61	108	107	95	103	1.59	113	112	92	104	
Jamshedpur . . . . .	1.38	120	115	116	123	1.39	121	113	120	125	
Jharna . . . . .	1.50	113	113	104	108	1.59	117	117	107	112	
Dehra Dun . . . . .	1.79	101	100	97	104	1.80	97	97	94	103	
Hongkong . . . . .	1.71	..	89	95	102	1.80	..	85	93	101	
Cuttack . . . . .	1.47	111	113	109	116	1.53	108	110	106	115	
Berhampur . . . . .	1.54	113	114	111	115	1.66	116	117	113	120	
Gauhati . . . . .	1.28	94	94	103	103	1.29	95	94	100	109	
Silchar . . . . .	1.38	104	104	100	107	1.41	104	104	98	107	
Tirunelveli . . . . .	1.10	117	115	114	116	1.13	116	113	113	118	
Ludhiana . . . . .	1.64	105	106	91	96	1.77	108	108	87	93	
Akola . . . . .	1.68	107	107	96	101	1.93	100	98	87	92	
Jabalpur . . . . .	1.51	110	109	105	109	1.52	110	109	96	105	
Kharagpur . . . . .	1.37	105	102	101	113	1.42	102	99	97	113	
*Morera . . . . .	—	115	122	112	121	—	119	129	116	127	
*Plantation Centres . . . . .	—	129	121	111	113	—	129	121	110	117	
*Phopal . . . . .	—	129	129	99	111	—	117	117	86	103	
*Deogarh . . . . .	—	109 (P)	109	93	109	—	101 (P)	109	89	89	
*Satna . . . . .	—	111	108	92	104	—	111	107	87	102	

Source: Labour Bureau

†March 1959 index figure 125

‡To obtain the index on original  
The original base for centres marked with an asterisk  
and Valparaiso January to June 1949 = 100

## INDEX NUMBERS FOR WORKING CLASS

except for centres marked with an asterisk)

Numbers

Fuel and lighting group					Clothing Bedding & Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base 1914-100) for Feb 1959
Conversion factor†	Feb. 1959	Jan. 1959	Feb. 1958	Average 1958	Conversion factor†	Feb. 1959	Jan. 1959	Feb. 1958	Average 1958	Conversion factor†	Feb. 1959	Jan. 1959	Feb. 1958	Average 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1.81	64	84	72	74	1.25	163	152	141	145	1.48	111	111	110	111	166 61½
1.65	99	102	90	93	1.83	93	94	98	97	1.64	105	104	112	113	173 99
1.66	101	104	105	104	1.18	139	139	127	132	1.49	120	120	115	117	166 19
1.28	83	83	83	83	1.08	99	99	101	99	1.83	99	99	92	93	179 12
1.47	98	98	98	98	1.31	117	113	113	113	1.83	105	103	99	100	170 91
1.31	..	70	84	83	1.29	..	116	119	110	1.31	..	112	101	101	..
1.40	103	100	93	100	1.30	110	111	115	112	1.43	136	137	131	135	163 82
1.65	101	102	89	91	1.28	99	101	104	106	1.40	113	112	112	112	174.36
0.67	140	139	141	141	2.15	64	64	65	65	1.40	90	90	89	89	120 55
1.60	105	105	94	103	1.35	122	122	122	122	1.17	94	90	102	100	143 28
0.68	102	100	94	98	1.33	134	134	133	133	1.11	120	120	109	114	129 02
1.57	73	73	73	74	1.02	154	154	154	155	1.76	93	94	90	93	173 26
1.96	121	120	97	103	1.95	144	144	143	143	1.32	112	112	109	114	190 40
1.43	163	103	119	105	1.23	111	114	108	110	1.76	112	111	125	124	166 33
1.14	128	130	134	122	1.25	99	99	103	102	1.42	116	114	112	112	143 78
—	116	111	107	109	—	108	106	102	105	—	108	104	103	103	—
—	—	—	—	—	—	138	139	133	136	—	110	110	107	105	—
—	119	119	121	121	—	113	113	111	114	—	142	142	128	136	—
—	181	181	158	164	—	120	119	117	118	—	108	110	101	103	—
—	95	92	91	94	—	108	109	110	109	—	125	128	110	119	—

† March 1959 index figure 161 97.

base the figures given above should be multiplied by the conversion factor.

as follows—Merrara: 1953=100, Plantation Centres (Comprising Gudalur, Kallakamby, Vaythiri Bhopal: 1951=100, Beawar: August 1951 to July 1952=100 and Satna: 1953=100.



TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES  
(Base Shifted to 1949=100)

Name of Centre	February 1959	January 1959	February 1958	Average 1958
<b>MIDDLE CLASS</b>				
1 Calcutta . . . . .	—	—	103	—
2 Assam . . . . .	—	—	105	—
<b>LOW PAID EMPLOYEES</b>				
1 Visakhapatnam . . . . .	127	127	122	120
2 Eluru . . . . .	126	126	114	120
3. Cuddalore . . . . .	114	120	105	112
4. Tiruchirappalli . . . . .	106	110	98	104
5. Madurai . . . . .	108	112	101	105
6 Coimbatore . . . . .	118	117	110	114
7. Kozhikode . . . . .	110	111	103	106
8 Pollay . . . . .	115	117	113	112
<b>RURAL POPULATION</b>				
1 Advivaram . . . . .	120	119	114	115
2. Thettang . . . . .	123	121	124	123
3 Alamuru . . . . .	116	117	107	114
4 Madhavaram . . . . .	108	107	126	118
5 Puliur . . . . .	120	121	113	113
6 Agaram . . . . .	128	127	117	118
7. Thulayanatham . . . . .	104	104	103	103
8 Eriodu . . . . .	124	129	121	121
9. Gokilapuram . . . . .	108	108	101	103
10. Kinathukodavu . . . . .	111	111	110	110
11 Guduvanchery . . . . .	99	99	97	98
12 Kunnathur . . . . .	109	109	102	106
13 Koduvall . . . . .	100	101	96	97

Source : State Governments.

## Retail and Wholesale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT  
18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF FEBRUARY 1959.

(Base: 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of February, 1959, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of February 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
	<i>Urban Centres</i>
<i>Bombay—</i>	
Surat . . . .	Ghee Pure (11), Meat (21), Potatoes (—24)
Dahad . . . .	Maize (16), Gur (17), Salt (—25), Chillies (16), Meat (10), Onions (—20), Milk (10), Bids (13), Soap washing (14).
<i>Bihar—</i>	
Patna . . . .	Gram (32), Bury (17), Maize (14), Chattoo (20), Arhar Dal (20), Chillies (—14), Potatoes (—17).
<i>Mysore—</i>	
Hubli . . . .	Onions (—20), Kerosene oil (12), Pan (—10).
<i>Punjab—</i>	
Amritsar . . . .	Gram (22), Moong Dal (10), Onions (—10).
<i>Uttar Pradesh—</i>	
Lucknow . . . .	Gram (12), Gur (11), Potatoes (—14)
Agra . . . .	Arhar Dal (10), Potatoes (—11), Kerosene oil (11), Pan (—34)
Bareilly . . . .	Gur (11), Potatoes (—22).
Banaras . . . .	Gram (18), Turmeric (13).
Meerut . . . .	Onions (—14), Match Box (20).

(1)	(2)
<i>West Bengal—</i>	
Howrah . . .	Gram (17), Chattoo (18), Arhar Dal (24)
Budge Budge . . .	Gram (13), Gram Dal (20), Arhar Dal (18), Chillies (11), Fish (—18), Potatoes (—24)
Baruiganj . . .	Chattoo (12), Arhar Dal (15), Potatoes (—14).
Calcutta . . .	Gram (25), Chattoo (13), Gram Dal (17), Arhar Dal (13), Potatoes (—10)
Guuripore . . .	Gur (16), Turmeric (12), Kerosene oil (18).
Serampore . . .	Gram (17), Gram Dal (10), Kerosene oil (—45), Pan (15).
Kancharpura . . .	Gram (15), Gram Dal (13), Gur (16), Chillies (11), Turmeric (16), Onions (—14), Kerosene oil (—18).
<i>Rural Centres</i>	
<i>Assam—</i>	
Maibang . . .	Gur (—18), Salt (28), Potatoes (—15), Sugars (—34).
<i>Bihar—</i>	
Teghra* . . .	Wheat (23), Rice (13), Gram (27), Jowar (21), Barley (14), Maize (16), Gram Dal (14), Arhar Dal (10), Onions (14), Potatoes (—95), Pan (—37).
<i>Bombay—</i>	
Lakh . . .	Chillies (13)
<i>Madhya Pradesh—</i>	
Salamatpur . . .	Arhar Dal (43), Tea (13), Salt (10), Soap washing (14).
<i>Mysore—</i>	
Kudchi . . .	Salt (22), Chillies (14), Onions (12).
<i>Orissa—</i>	
Bambra . . .	Arhar Dal (17), Onions (—10).
Munuguda . . .	Rice (16), Arhar Dal (20), Salt (—20), Turmeric (18), Kerosene oil (14)
<i>Rajasthan—</i>	
Nana . . .	Barley (—12), Edible oil (12), Chillies (21).
<i>Uttar Pradesh—</i>	
Shankargarh . . .	Arhar Dal (10)

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF FEBRUARY 1959  
(Base: 1949=100)

Items	Surat (Bombay)	Dahad (Bombay)	Tatna (Bihar)	Hubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge Budge (West Bengal)	Kankinara (West Bengal)	Rangpur (West Bengal)	Calcutta (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Cereals—</b>															
Wheat	173	163	91	—	131	114	122	117	103	120	94†	87†	87†	62†	87†
Rice	161	115	87	115	—	83	79	75	77	82	141	100	134	130	120
Gram	—	—	140	—	257	170	163	162	169	157	130	129	71	119	123
Jowar	128	—	—	124	—	—	—	—	73	83	—	—	—	—	—
Barley	—	—	129	—	—	143	124	131	115	113	—	—	—	—	—
Maize	—	183	139	—	—	—	—	—	—	—	—	—	—	—	—
Chattoo	—	—	129	—	—	—	—	—	—	—	101	84	122	115	108
<b>Pulses—</b>															
Moong Dal	91	156	—	143	127	93	111	98	110	110	104	99	123	108	104
Mash Dal	100	—	—	—	98	130	121	112	120	110	—	—	—	—	—
Gram Dal	86	106	—	118	—	—	—	—	—	—	123	136	119	111	131
Arhar Dal	96	—	158	125	132	163	163	165	147	149	149	159	112	139	123
<b>Other Food Articles—</b>															
Sugar	107	120	109	106	115	114	116	115	113	110	113	115	118	133	114
Gur	91	100	104	—	121	96	98	90	62	104	88	92	89	85	80
Ghee Vannapati	—	—	109	—	129	92	90	92	93	92	91	91	81	82	84
Ghee Pure	107	104	102	—	—	93	99	94	90	93	100	97	103	127	113
Edible Oil	96	88	97	86	92	81	83	97	94	86	84	84	80	83	82
Tea	123	126	123	123	120	123	129	128	130	123	123	123	100	130	134
Salt	46	100	75	108	50	61	67	69	64	73	100	100	100	100	100
Chillies	88	116	85	121	90	—	—	—	68	100	104	91	82	117P	86
Turmeric	—	45	—	—	43	—	—	—	66	64	54	61	60	66	57
Meat	118	129	100	121	114	114	100	113	91	110	90	97	92	92	92
Fish	—	—	99	—	—	—	—	—	—	—	108	92	112	92	101
Onions	97	80	86	80	50	63	63	71	66	61	64	67	86	70	85
Potatoes	87	—	37	108	51	42	51	63	33	56	49	51	57	39P	53
Milk	92	93	89	94	71	87	86	119	100	91	109	90	96	99	101
<b>Fuel and Lighting—</b>															
Firewood	113	81	71	100	76	75	85	96	84	95	80	95	91	—	71
Match Box	120	88	86	120	120	140	150	120	140	140	120	120	100	100	120
Kerosene Oil	119	115	96	129	93	120	115	101	100	97	100	100	114	59	100
<b>Miscellaneous—</b>															
Bidis	100	113	123	100	100	133	133	92	100	133	107	107	107	100	100
Tobacco	129	—	81	91	102	161	135	94	74	94	128	101	123	84	107
Soap Washing	112	114	68	107	98	138	86	74	67	107	101	88	78	86	93
Hair Oil	113	115	113	103	—	—	—	—	—	119	145	123	140	129	136
Pan	86	—	115	100	—	114	115	74	27	68	147	133	122	145	118
Supari	158	178	180	137	—	226	252	241	177	212	242	247	217	233	218

Source : Labour Bureau

TABLE 28—contd.

Items	Gauipore (West Bengal)	Serampore (West Bengal)	Kanchi (West Bengal)	Krishna (Andhra Pradesh)	Madras (Assam)	Thegra (Bihar)*	Lakh (Bombay)	Mulap (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kudoh (Mysore)	Malur (Mysore)	Bamra (Orissa)	Mungoda (Orissa)	Nana (Rajasthan)	Shankargarh (Utta Pradesh)
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<b>Cereals—</b>															
Wheat . . .	87†	87†	87†	—	—	150	—	—	104	—	—	—	—	81	119
Rice . . .	127	109	132	131	130	135	—	144	95	124	172	125	80	—	93
Gram . . .	100	141	144	—	—	158	—	—	—	—	74	—	—	—	158
Jowar . . .	—	—	—	127	—	124	162	83	—	115	—	—	—	—	121
Barley . . .	—	—	—	—	—	137	—	—	—	—	—	—	—	65	129
Maize . . .	—	—	—	—	—	124	—	—	—	—	—	—	—	61	—
Chattoo . . .	104	103	114	—	—	154	—	—	—	—	—	—	—	—	—
<b>Pulses—</b>															
Moong Dal . .	132	103	130	—	—	124	—	—	104	—	84	—	146	72	—
Mash Dal . .	—	—	—	—	—	166	—	98	—	—	—	—	—	—	125
Gram Dal . .	102	121	121	103	—	162	108	—	—	112†	—	—	—	91	—
Arhar Dal . .	134	158	147	122	84	160	128	123	198	150†	90	126	152	—	169
<b>Other Food Arti- cles—</b>															
Sugar . . .	110	110	109	100	96	119	—	—	94	101	107	108	187	107	110
Gur . . .	100	103	106	89	89	148	106	92	109	90	93	85	—	91	79
Ghee Vanspati .	80	—	87	—	—	104	—	—	—	—	—	—	—	—	—
Ghee Pure . .	86	80	98	119	—	100	—	106	127	—	—	—	101	103	—
Edible Oil . .	80	83	89	98	109	93	96	82	83	90	256	85	93	90	83
Tea . . .	124	123	130	110	133	108	126	128	132	139	132	—	132	112	—
Salt . . .	92	100	92	75	114	92	65	80	100	89	90	63	60	120	82
Chillies . . .	74	88	103	144	94	81	127	88	98	172	132	122	131	107	78
Turmeric . .	60	54	79	88	88	45	54	68	68	51	147	53	124	50	54
Meat . . .	87	109	102	160	—	101	—	151	—	—	—	—	—	100	—
Fish . . .	100	97	98	—	123	122	—	—	—	—	—	—	—	—	—
Onions . . .	76	79	70	83	93	133†	—	—	103	106	113	70	129	—	71
Potatoes . .	50	53	55	—	102	45†	—	—	—	—	69	—	—	—	—
Milk . . .	113	106	250	139	—	100	48	109	155	92	100	125	102	100	93
<b>Fuel and Light- ing—</b>															
Firewood . .	97	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box . .	120	120	120	80	100	120†	100	140	100	125	120	120	120	100	100
Kerosene Oil .	118	100	114	—	119	120	114	100	112	—	89	124	89	123	107
<b>Miscellaneous—</b>															
Bida . . .	100	129	123	136	89	100	106	—	100	119	100	100	106	119	100
Tobacco . .	81	118	99	—	70	72†	—	182	—	—	131	70	—	151	90
Soap Washing .	66	91	93	107	69	112	156	218	314	100	417	150	75	97	88
Hair Oil . .	143	121	165	93	—	148	128	—	—	122	61	118	126	—	—
Pan . . .	109	153	138	—	75	123†	—	—	—	—	—	—	—	—	—
Supar . . .	250	230	264	—	193	187	—	262	226	—	169	230	—	—	203

†The price relatives have been worked out on the basis of prices as quoted from the fair price shop as the articles were not available in the open market.

\*Base 1936=100

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base: 1952-53=100)

—	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year Aug '39=100)†
1	2	3	4	5	6	7	8
1953* Average .	100	96	109	110	100	107.6	401.9
1954 Average . .	84	66	98	104	100	99.6	370.1
1955 Average . .	73	56	85	97	99	91.6	348.9
1956 Average . .	92	78	99	113	103	102.6	390.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	115	108	111.0	422.5
1958—							
February . .	93	76	101	111	108	104.7	395.5
March . .	95	78	102	111	103	103.4	401.2
April . .	97	82	103	114	108	107.4	408.8
May . .	99	82	107	114	108	108.2	411.8
June . .	106	91	113	115	108	111.7	423.1
July . .	110	100	118	118	108	114.7	436.5
August . .	114	102	120	119	109	116.0	441.5
September . .	115	105	121	119	109	116.6	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	109	114.0	433.9
December . .	105	111	113	113	108	111.4	424.0
1959—							
January . .	103	117	114	114	108	112.4	427.8
February . .	105	121	116	116	108	113.2	430.8

\*Average of 9 months ending December.

†Figures have been obtained on the basis: 100 of the new series=399.6 (being the average for 1952-53 of the old series).

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industry, Govt. of India

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# Indian Labour Gazette

Vol. XVI.

May, 1959

No. 11

## SUPERVISORY TRAINING IN GOVERNMENT OFFICES

*Experiment in the Union Ministry of Labour and Employment*

### I

#### PROGRAMME OF TRAINING

[In an article published in the Indian Labour Gazette of October 1958, reference was made to an experiment in Supervisory Training, under which training in supervisory skills was being imparted by the method of group discussion to the staff in the Union Ministry of Labour and Employment. Fuller details of the experiment and its results are dealt with in this article—Editor.]

The experiment was launched in the Ministry on the 14th January 1958 when a group of senior officers participated for two hours in the first session of the Instruction programme, which is designed to help the supervisory staff to develop skill in instructing. Two more sessions followed on the next two days. One of the senior officers gave a demonstration of Instruction in the group. At the end of the third day, it was decided that the programme should be presented to all levels of supervisors in the Ministry and its attached and subordinate offices. This decision was subsequently extended to the Methods programme and the Relations programme the objects of which are to help supervisors to develop skill in improving methods of work and skill in maintaining good staff relations.

*Full programmes and condensed programmes*—Even though the decision was to present the programmes to all levels of supervisors, it was obvious that there was no real need for senior officers to participate in the full programmes. The idea in presenting the programmes to the latter was firstly to enable them to make sure that they were suitable for junior supervisors. Secondly, by participating in the programmes, they secured an opportunity to appreciate that permanent results of the training would depend on the help and encouragement which they give the juniors in their day-to-day work. It was considered that these purposes would be served if the essentials of each programme were presented to the senior officers in about two hours. The main difference between a full ten-hour programme and a two-hour condensed programme was that the participants in the former brought up demonstrations for practice in the group, while this was not the case in the latter.

*Number and strength of groups*—Group discussions were accordingly conducted, in full ten-hours for junior supervisors and in two hours for senior officers. Some junior supervisors who could not be conveniently fitted into the full programmes, had to be included in condensed programmes. A few senior officers from outside the Ministry were also present in some of the senior groups and in some of the junior groups. During a period of about fifteen months, from the 14th January 1958 to the 7th April 1959 thirty-eight discussion groups were held in the Ministry with 469 participants, made up of 188 individual

officers Fifty-two per cent of them attended full ten hour programmes, as the following statement shows:—

1	Full Programme		Condensed programme		Total.		Partici- pants in full pro- grammes express- ed as a percentage of total partici- pants (%) 8
	Groups	Partici- pants	Groups	Partici- pants	Groups	Partici- pants	
Instruction	8	73	4	86	12	161	47
Methods	9	79	4	77	13	156	61
Relations	10	90	3	62	13	152	60
Total	27	244	11	225	38	469	52

*Supervisory strength and extent of participation*—The supervisory staff in the Secretariat of the Ministry and in its offices in Delhi may be broadly classified as follows: (i) Section Officers who form the main category of supervisors at the lower levels, (ii) technical officers of the first level like Research Officers in the Ministry, and of the second level like the Assistant Directors in the Directorate General of Resettlement and Employment; and (iii) Senior Officers

Eighty-eight per cent of all these officers participated in the programmes. At the level of Section Officers who form the main category of supervisors in immediate charge of assistants and clerks, participation was as high as 91 per cent, 89 per cent of this being in full ten-hour programmes. The following statement shows the position in detail —

1	Approxi- mate strength	Average number of participants in each programme		Total partici- pant* expressed as a per- centage of strength (%) 5	Partici- pants in full pro- grammes expressed as a per- centage of total partici- pants (%) 6
		Full and con- densed	Partici- pants in full pro- grammes		
Section Officers	70	64	57	91	89
Technical Officers (First & Second level)	70	59	21	14	36
Senior Officers*	30	26	.	87	.
Total	170	149	78	88	52

\*These figures do not include participation by about a dozen senior officers from outside the Ministry of Labour & Employment

*Supervisors who are yet to participate*—On the 7th April 1959, i.e., at the end of 38 groups, there were only about a dozen supervisors in the Ministry in Delhi, who had not participated in any of the three training programmes for some reason or the other. There were also about 16 officers, who had participated in one of the three programmes, but not in the other two. Similarly, there were about 32 officers who had attended two programmes but not the third.

With the exception of about half a dozen officers, whose names were received late, most of these officers had been invited for the training sessions already held, either directly or through their immediate seniors. They could not, however, participate for the following reasons: (i) Absence on leave, (ii) absence on tour, (iii) Constant pressure of work, (iv) Immediate work, and (v) Inability of the immediate senior to spare his junior because of pressure of work or immediate work. It is possible to reach most of the officers left out by arranging further programmes to suit their convenience.

*Difficulty in forming groups*—All the reasons mentioned above were however the source of a good deal of difficulty in fixing up participants for each discussion group. Formal consultation would have meant interminable correspondence and delay. Every time a group of eight to ten supervisors had to be arranged, a much larger number of supervisors, their immediate seniors, and in some cases even the seniors of the latter had to be contacted on the phone, and sometimes in person. In some cases response was encouraging. In an equal number of cases, immediate response was disheartening. It was however possible to make progress because of the encouragement which the senior-most officers gave by their own participation in the programmes.

*Attendance of participants*—Out of 163 individual officers, who participated in the programmes 125 took part in all the three programmes in the following manner:—

	(Number of individual participant)
Three full programmes . . . . .	65
Three condensed programmes . . . . .	44
Two full and one condensed or one full and two condensed . . . . .	16
Total . . . . .	125

Out of the 65 different officers, who attended all the three full programmes, three were senior officers from outside the Ministry of Labour and Employment, the remaining 62 being junior supervisors

of the Ministry. The record of attendance of these 62 officers is as follows —

	Officers	
	Number	Percentage
(1) Present in all the 15 sessions of a full course (i.e., 100 per cent attendance).	39	63
(2) Present in 14 out of 15 sessions (i.e., 93 per cent attendance).	16	26
(3) Present in 13 out of 15 sessions (i.e., 87 per cent attendance).	5	8
(4) Present in 11 out of 15 sessions (i.e., 73 per cent attendance).	2	3
Total	62	100

As a token of the importance that the Ministry attached to the programme, training was regarded as part of regular work and imparted in office during working hours. Other regular work was however accumulating during attendance at the training sessions. The participants had also to gather together in the D.G.R. & E. building from their offices located in different places. Time had also to be found for preparing their demonstrations and for discussing them with the Training Officer outside the groups. The statement above shows that in spite of these difficulties, 63 per cent. of the junior officers who participated in the full course had full attendance record and 97 per cent of them a record of over 80 per cent.

The reasons for absence of participants from particular sessions, when once they and their immediate seniors agreed to participate in a programme, were generally accidental, such as sudden immediate work. In a few cases, absence from the group followed as a corollary to absence from office either on leave or on tour. A few cases of absence will also have to be attributed to lack of sufficient enthusiasm on the part of the trainees, or on the part of their immediate seniors to put up with some immediate inconvenience for the sake of the training.

**Inter-session coaching and demonstrations**—As soon as the first hurdle regarding participation is overcome, difficulties begin to arise in getting demonstrations from the participants. In a condensed programme, the general principles are discussed, and then the group disperses. In a full programme, they meet again for four more sessions to practise the principles on cases or problems selected by them from their own Sections. Except for a few refreshing cases, many supervisors maintain in the beginning that they have no cases or problems for demonstration. The supervisors are by no means deliberately non-cooperative. What exactly is wanted is not clear to a few of them. Some say that they have always been practising the principles discussed and that therefore they have nothing for demonstration. Others feel that the principles are good, but that they have no scope in their



work for applying them. There are yet others who show reluctance to bring up demonstrations for fear that group discussions may expose weaknesses in their sections.

Inter-Session coaching outside the group is the method by which the training programmes attempt to overcome these doubts and difficulties. The time required for inter-session coaching depends on individual needs, interests and attitude and consequently varies from person to person. On an average each participant requires an hour in the case of the Instruction programme, an hour and a half for the Relations programme, and two to three hours for the Methods programme. Whatever the time may be inter-session coaching is the most important and the most difficult part of the work of a Training Officer. The first session in each programme is devoted to a discussion of the basic principles of how to instruct, or how to improve a method or how to handle a human problem. The remaining four sessions in which the cases or problems of the participants are taken up for practice are the real training sessions where the supervisors learn by doing. The success of these sessions depends on the confidence gained and the demonstrations settled in the inter-session discussions. At the end of a Methods programme one group of supervisors exclaimed that "having seen improvements on eight of our jobs demonstrated, the principles can be applied with advantage at every stage of our work." It will be difficult to bring about this conviction but for the demonstrations.

During the experiment in the Ministry, 89 per cent of the junior supervisors who participated in the full programmes did bring up demonstrations, as the following statement will show:—

	Participants	Demonstration	Percentage of demonstrations to participants
Instruction	74	70	95
Methods	76	67	88
Relations	90	76	84
Total	240	213	89

An appreciation of these demonstrations is given in the next three sections

## II

### METHOD IMPROVEMENTS

The purpose of demonstrations in the Methods programme is to give practice to the participants in analysing an existing method of work and in trying to evolve an improved method. Group discussion on most of the demonstrations usually throws up practical ideas for improving the jobs in question. Some of them are also accepted by

the supervisors concerned. The more important of the types of improvements that were accepted in this manner are as follows: (i) Elimination of registers and returns, (ii) Avoidance of duplication, (iii) Collection of information from material at headquarters, (iv) Issue of consolidated instructions, (v) Issue of simultaneous references and drafting of proforma in advance; (vi) Obtaining statements in duplicate, (vii) Break-up of jobs to reduce delay; (viii) To make work purposeful, (ix) Delegation of powers, and (x) Following the provisions of the Manual of Office Procedure.

A brief description of these improvements is given in the following paragraphs. They were agreed upon by the supervisors concerned with reference to certain specific cases of theirs. But the principles will be found to be applicable to many other similar cases.

(1) *Elimination of registers and returns*—It will be good for every supervisor to examine whether all the registers maintained and returns received in his Section are really necessary, and whether any of them could be eliminated or simplified. One group suggested even a periodical review in this regard.

In one demonstration it was found that certain elaborate monthly statements were being received from a large number of subordinate offices, and copied by hand in about a dozen registers in the headquarters. The registers contained all the entries in the monthly returns plus a few additional entries, which were worked out from out of the figures in the monthly statements. It was agreed that the form of the monthly returns could be slightly expanded and the registers at headquarters discontinued.

In another Section three registers had been introduced to keep a watch on the movements of papers from clerks sitting side by side. The registers had not been provided for in the Manual of Office Procedure, and had in any case outlived the purpose for which they had been introduced. The supervisor agreed to discontinue them.

Two other supervisors agreed to eliminate two more registers, which they saw were not essential. The purpose of one of them was being adequately served by the file register itself. The other register discarded was found to overlap with the Diary of Receipts.

Just as there is scope for elimination of registers, there is scope for elimination of returns and periodical statements. There was one demonstration which showed that the headquarters were receiving monthly returns of cases pending with over 100 subordinate officers. These were simply filed in over 25 different files. No action was taken on these individual returns, because the head of the Department was sending to the headquarters a consolidated monthly statement showing the cases pending with all these officers. The consolidated return was no doubt being scrutinised. The individual returns were just a mass of paper, and their elimination meant so much of saving in effort, paper and time.

Another supervisor agreed that certain monthly statements received in his Section which were not being put to any use could easily be eliminated. A third supervisor said after his demonstration that he would ask for the discontinuance of certain types of documents which are of no interest whatsoever to the Ministry.

(ii) *Avoidance of duplication*—In one case certain figures were received and tabulated in one Section, and then passed on to another Section for re-tabulation. It was agreed that the whole work might be centralised in the second Section

(iii) *Collection of information from material at headquarters*—One way of eliminating unnecessary work all round and of speeding up the disposal of business would be to refrain from asking others for information which can be gathered by the Section concerned from available records. This principle was highlighted in one Methods group when a supervisor brought up for demonstration a job in which the practice had been to keep together the quarterly reports on a subject received from State Governments, and to make *ad hoc* enquiries of State Governments as and when necessity arose. The supervisor felt that the references to State Governments could be reduced and their quarterly reports put to real use by tabulating the information contained therein from quarter to quarter

The same principle came up in another demonstration where the supervisor was trying to get consolidated material for an annual report from the Regional Officers who had already furnished most of the requisite material in their monthly reports.

(iv) *Issue of consolidated instruction*—In some cases the same enquiries are made and the same clarifications given from time to time. For example, in a periodical training course the officers selected for training, often write for information on various points such as travelling allowance, joining time, house rent allowance, compensatory allowance, etc. It was agreed that a good deal of this correspondence could be avoided, if clear information on these points is brought together and communicated to the trainees in advance while informing them of their selection for training

In another demonstration relating to the departmental recruitment of candidates from the open market, it was found that unnecessary correspondence could be avoided and time saved, if candidates are given in the first advertisement itself full information regarding the duration of the posts, possibility of interviews at their own expense, and so on.

In some cases, several deficiencies are noticed year after year in the material received from regional offices for the preparation of annual reports, annual estimates and so on. Two demonstrations brought out this point, and the suggestion was that it would be worth while listing out the deficiencies noted and pointing out to the offices concerned that the over-all work could be expedited if they took care to remove such deficiencies from their future reports

(v) *Simultaneous references and advance proformae*—Two demonstrations brought out the principle that, in cases where information is to be obtained from more than one source, simultaneous references are likely to save time. One group on the basis of another demonstration accepted that in such cases steps should be taken as far as possible to prescribe proformae for replies. It was agreed that if the points on which information is required are not stated clearly in advance, the replies tend to be unsatisfactory and give rise to further correspondence.

In making simultaneous references, one group said that copies for State Governments should be marked to the Departments or Officers concerned so as to ensure that they directly reach the right persons

(vi) *Statements in duplicate*—One demonstration brought out the fact that certain monthly statements were being received in an office from the subordinate offices, retyped in the same form and sent on to the Ministry. The supervisor saw that the labour involved in re-typing, comparing, etc. could be saved if the statements are obtained from the subordinate offices in duplicate, one for transmission to the Ministry, and one for use in his office. Two other demonstrations brought out the same idea about obtaining statements in duplicate, one copy for the file and one for consolidation or other use.

(vii) *Break-up of jobs to reduce delay*—There was a case in which it was found that delay in the publication of an annual report could be reduced by circulating the draft report to the members concerned, instead of waiting for a formal meeting of the members. It was further agreed that as the report consists of two separate parts prepared by two different authorities, each part could be published as and when ready without being held over for the other part.

(viii) *To make work purposeful*—One demonstration showed that certain reports from subordinate offices were periodically collected at the State level and passed on to headquarters. Extracts from these reports were referred back to the States by the headquarters for necessary action. The supervisor saw that this duplication could be avoided and the reports put to better use, if the officers at the State level forwarded the reports to headquarters with their own remarks and with an indication of the action taken by them

In another case, an office was compiling monthly arrear reports just for their transmission to the O&M Division. The supervisor agreed that the statements could be scrutinised critically with a view to ensuring that they also serve as checks on delays.

(ix) *Delegation of powers*—It has been accepted that decentralisation and delegation of administrative and financial authority would reduce delay and eliminate several minor references. Two examples which came up for discussion seem to suggest however that there may be cases of this type going un-noticed.

In one case, the head of an office outside Delhi was recommending and forwarding the leave applications of his Class II staff to the headquarters in Delhi. It was for the headquarters to ascertain title to leave from the Accountant General concerned, who happened to be outside Delhi, to sanction the leave and to gazette it. Numerous intermediate references were involved such as receipt of reminders, requests for provisional sanction, issue of interim replies, receipt of charge reports, etc. There was however no occasion when the recommendation of the head of the office was questioned or rejected by headquarters. No officiating arrangements were involved, and there were no financial implications. When the case was examined in the group, the supervisor accepted that time and labour would be saved if powers were delegated to the head of the office to sanction the leave and to gazette it.

In the second case, there was a senior officer, who happened to be in charge of a temporary establishment outside Delhi. The establishment had been set up for a specific purpose and was sure to be wound up after one or two years. One minor matter on which he had to make periodic references to the headquarters was for sanction for the hiring of a few typewriters. Sanction was invariably accorded. The supervisor agreed that some routine references and correspondence could be eliminated by delegating the requisite power to the officer concerned.

*Improvements need not wait for difficulties*—In most of these cases there were no obvious snags or difficulties. Work was going on smoothly. A communication is received. It is opened, stamped, marked, sorted, entered in the Central Registry, distributed to the Section concerned, diarised, brought on to a file, noted upon and submitted to the officer. Dozens of other operations take place, such as drafting, typing, comparing, despatching entry in the assistant's case register, entry in the control chart, entry in the movement register and so on. The receipt passes through and is read by dozens of men at various levels. Several of these operations are repeated every time a reminder is received. All this is done automatically and even expeditiously. But is all this necessary? Can the whole job or some parts of it be eliminated, or at least simplified? If so, will there not be some saving however small it may be, in time, labour and expenditure? In other words, can more work or better work be performed by better utilisation of existing energies? The purpose of the Methods programme is to enable all the supervisory staff to see for themselves some of the wasteful or unnecessary work in their own Sections and to give some practice in applying the basic techniques for eliminating or simplifying them. When once this aspect is observed and grasped, the supervisors are likely to find it useful throughout their working life.

(x) *Following the Manual of Office Procedure*—To follow the provisions of the Manual of Office Procedure, in cases where it is not being done, is itself an excellent way of improving existing methods. Some of the provisions which are not being observed in certain cases came to light in the course of demonstrations in Methods groups.

Para 23 of the Manual says for example that receipts should be brought on to current files if they exist or placed in new files. One demonstration showed that important receipts of a certain type were simply bundled up without being brought on to current files, even in those cases where files existed. Whenever a receipt was wanted, it was searched for in the bundle. The supervisor said that this was causing difficulty and that a better way would be to keep the receipts in the relevant files.

Para 40 of the Manual says that where State Governments, etc., are consulted in any matter, preliminary examination, and where necessary, tabular consolidation of the replies should be started as soon as replies begin to arrive without being held over for the receipt of all replies or for the expiry of the target date. Four jobs of this type, where the principle was not being applied, were placed before the groups as demonstrations. There is thus scope for vigilance in this sphere.

Examination of receipts as and when received applies not only to replies to circulars, but also to other papers. For example, one demonstration showed that requisitions for office equipments are collected one by one till they reach a sizable figure and then examined. The

supervisor agreed that delay in supplies could be reduced, without increasing work, if each request is examined as and when received.

Para 48 of the Manual says that for communications of a repetitive nature, approved standard skeleton drafts should be drawn up and cyclostyled or printed. Several of the demonstrations focussed attention on the fact that this principle is often overlooked. The demonstrations showed that drafts and even notes could be standardised for use at several stages of work on subjects such as training of foreign nationals, training and refresher training of Departmental officers, work relating to conferences and committees, work relating to financial sanctions, etc. Other demonstrations showed that apart from the scope for standardisation of notes and drafts, there is scope for standardisation or improvement of forms also, such as requisition for office equipments, applications for advances from G.P. Fund etc.

It is no doubt essential that every unnecessary register is eliminated. But it is equally essential that every necessary register is properly maintained. Para 88 of the Manual says that a record of files opened during a calendar year should be kept in a File register. There was one demonstration which showed that in one Section there were about 20 current file registers, some of which had been kept open for about ten years, and that 300 to 500 files existed under some of the heads. Difficulty was obviously being experienced in tracing files and in marking their movements. The supervisor of course agreed to start a new consolidated file register from the 1st January 1959.

### III

#### STAFF RELATIONS

*Some typical problems*—Even though there is no general formula for solving individual problems such as how to deal with a man who does not take interest in his work, or what to do with a man who is reluctant to do a piece of work, the demonstrations in the Relations programmes enable groups of supervisors to see for themselves how or why such problems arise, how best to handle them, and whether some of them can be prevented.

The demonstrations showed for example that one assistant was indifferent to his work, because he thought that he had nothing more to look forward to, another because he had the feeling that better work would not give him anything, and a third in the hope that he was going away on transfer. One man was frustrated because his prospects in the past had been marred, and another because his contemporaries had risen high. A new clerk who was previously employed on outdoor work was irregular in attendance, while an experienced clerk with interest in activities outside left office before time as often as possible.

Apart from these examples of chronic slackness, many demonstrations centred round problems caused by the disinclination or refusal of a subordinate to do a particular piece of work. Two typists refused to do diary work, an average one who was afraid that his memory was poor, and a good one whose heart was set on becoming a stenographer. In quite a few cases, experienced assistants or clerks expressed resentment when additional work was given to them in the absence on leave of other members of the Section, the general complaint being over-work; in one case, reluctance was due to fear of additional work on a regular basis.

Besides these demonstrations, which showed that the same problem may be due to different causes, there were demonstrations which showed that the same cause may give rise to different problems. Because of a false sense of dignity, an experienced stenographer was reluctant to work with a junior officer, a good Upper Division Clerk to maintain a movement register, and an average diarist to take an immediate paper to a Section

There are several other situations in which according to the demonstrations supervisors fail to get willing work from their staff. In two cases, supervisors did not have the co-operation of senior assistants who were previously in charge of their sections. In one case an assistant was dissatisfied because he was not permitted to accept a better job outside, and there was a drop in the standard of his work. Another assistant put in a direct application for a post outside. The Department frowned upon this and his work began to deteriorate. In a third case, a good assistant was taking a last chance in a competitive examination, he concentrated all his energy on this examination even during office hours to the detriment of office work.

In discussing these problems, the participants tried to get the facts of each case, to examine how one fact affects another, to see the root cause, to consider what possible actions can be taken and to assess the possible result of each action on the individual, the group and work as a whole. By examining a few problems of their own in this manner, each group sees the real meaning and application of the principle that the key for the prevention of problems, and also for their solution lies in making their staff want to work. To give them a sense of recognition, security and belonging would stimulate their loyalty, pride and satisfaction. An intelligent practice of the following principles, which are suggestive, and not exhaustive would help in this: (i) Treat people as individuals, (ii) Be considerate and helpful; (iii) Give credit when due, (iv) Take them into confidence; (v) Make best use of each person's ability; (vi) Take firm action when necessary; and (vii) Set higher standards for oneself.

(i) *Treat people as individuals*—In demonstration after demonstration, the participants realised that of all the principles of human relations, one that a supervisor should always keep in mind is to treat each member of his staff as an individual with his own abilities and aspirations, doubts and difficulties likes and dislikes strengths and weaknesses. Some of the positive or negative traits which may appear in any combination or in any degree in any individual are as follows.

	<i>Positive</i>	<i>Negative</i>
(1)	Ambitious	Resigned
(2)	Bold	Diffident
(3)	Broad-minded	Selfish
(4)	Cheerful	Morose
(5)	Enthusiastic	Disgruntled
(6)	Friendly	Quarrelsome
(7)	Imaginative	Dull
(8)	Methodical	Distracted
(9)	Quick	Plodding
(10)	Reasonable	Argumentative
(11)	Trusting	Suspicious
(12)	Trustworthy	Unreliable

Attitude and capacity thus differ from man to man. But whatever these differences may be, every man longs for prestige, status and recognition and work provides a daily setting, where these can normally be acquired. Moreover, work is one activity on which, whether he likes it or not every man spends more time than on any other single activity in life. Throughout this period of work, he is closely associated with his colleagues headed by his immediate supervisor. The latter therefore has the maximum opportunity of understanding the special characteristics of each of these different personalities, finding out what each is like and to what each will respond and of keeping them in mind while giving work, while checking work, while criticising, while praising. The more a supervisor adjusts his own personal traits to those of his staff and treats every one of them as an individual and fits every individual into his team, the greater he succeeds in making them want to work. One group of supervisors said that after participating in the Relations programme, they had become more conscious of the human aspects of the problems arising in their day to day work, such as rush of work, non-cooperation, indiscipline, lack of team spirit, etc., and that they felt more equipped to handle such problems.

(ii) *Be considerate and helpful*—Supervisors come across several instances where domestic or personal difficulties of subordinates interfere with their work and give rise to irregular attendance, accumulation of arrears, deterioration in the quality of work, unhelpful attitude towards colleagues and so on. There were five demonstrations of this type in the groups. A general characteristic of these problems is that the real reasons for the inadequacies do not show themselves, unless the supervisor makes a search for them. While discussing these problems, the participants felt that a supervisor would be able to handle such situations with greater understanding and therefore with more effect, if he looks beyond the surface and tries to collect as many facts as possible, so as to get at the root cause.

How these unfortunate men drift from bad to worse, if the supervisor fails to see the human side was depicted in one demonstration in which a clerk with chronic domestic difficulties was being shunted about from section to section over a period of five years and a bulky file of complaints against him had grown up. The group felt that some supervisor at some earlier stage could have handled this man so as to arrest his deterioration. Another group said that in such cases small punishments spoil a man and that a better way would be to handle him with sympathy and tact. Sympathetic handling, which shows him that his work is important and that he is wanted in spite of his domestic or personal difficulties is likely to stimulate pride in work and to encourage an unfortunate man to turn to his work, even as an escape from his troubles.

While discussing the cases of some men who were below standard, the groups felt that to get rid of a man by simply transferring him may not be the best policy in all such cases. Transfers or changes of personnel may mean greater troubles for the supervisors themselves because the substitutes may be worse than the original ones. There is the additional problem of training them. One may not get a substitute at all for some time. A simple transfer by itself may not also improve a man in most of the cases and by transferring him a



supervisor may only be transferring a liability to one of his colleagues. In consideration of these facts, the groups felt that in the interest of the individual, the group and work as a whole, a supervisor should try to help erring men to make necessary adjustments and to develop their abilities, by teaching them properly, by criticising constructively, by praising good work, by making them feel that the supervisor is really interested in them. This is likely to stimulate their loyalty to the supervisor and to the organisation which they both serve. Advise him, encourage him, persuade him, and talk to him frankly, were some of the suggestions made by the group members in different demonstrations.

In one case, a supervisor had recorded two or three times on the files of an average but prompt assistant, that the matter should have been examined properly, that it should not have been handled in that slipshod fashion, etc. The assistant who was generally well-behaved resented these remarks, and this became an additional problem for the supervisor. The group felt that better results could be secured by a more positive approach in the matter of correction, i.e., by pointing out ways to improve in a helpful way. It was agreed that one should not reprimand in public and that reprimand should not be such as to humiliate a person. This will increase his sense of security and consequently of satisfaction in work.

(iii) *Give credit when due*—In many of the demonstrations one of the ideas of the participants was that to give recognition creates a sense of progress, and would motivate a man to do better. Fair recognition of one part of a job stimulates a man to do the whole job better. When a particular action is praised, actions of that type increase. Moreover a subordinate is likely to take blame in the right spirit, and to be less on the defensive about his weaknesses when he finds that his good points are recognised by the supervisor. It was agreed therefore that a supervisor should make it a point to observe extra or unusual performance in the same way in which he observes bad work, slow work, irregular attendance and other short comings. Some of the ways in which recognition can be given in deserving cases are —(a) Appreciate help received; (b) Ask for suggestions and listen to his ideas; (c) Cheer him up over an occasional failure, if it is not serious; (d) Give him confidential work, important work, or responsible work, (e) Make him feel wanted, (f) Praise good work, (g) Show interest in personal accomplishments; (h) Take criticism, if any, in good spirit, and make the best use of it.

(iv) *Take them into confidence*—One demonstration illustrated the principle that it is a good practice to keep men informed of changes that will affect them to tell them why if possible and to get them to accept the change. A good Upper Division Clerk because of his honesty and competence, was picked up for transfer, to another Upper Division Clerk's post in the same section carrying same pay but greater responsibility. He knew about it only after orders were issued, and he managed to evade the transfer. The group felt that the man might have accepted the change willingly if he had been informed about it in advance and also told why if necessary.

When taken into confidence one gets a sense of participation in the decision, and becomes therefore more inclined to accept it.

(v) *Make best use of each person's ability*—Discussions during the demonstrations brought out the importance of making best use of

each person's ability, and of looking for ability not now being used. The following are some broad categories of work for which some people show marked abilities or weaknesses: (a) Case work, or figure work, (b) Collection of facts, or interpretation of facts; (c) Desk work, or outdoor work, (d) Diary, or typing; (e) Establishment work, or legislative work, (f) Work involving frequent interruptions; and (g) Work requiring memory and attention to details.

What is dull to one man may be interesting to another. An intelligent, ambitious man may get bored with some simple routine work, while a man with different traits may be visibly unhappy if he is taken off the same work. A supervisor who takes this into account and tries to make the best use of each person's ability will be stimulating his pride and satisfaction in work and will therefore be able to get better work. It was mentioned in the discussions that there are men who are not fully engaged for one reason or other. There was one demonstration in which the complaint was that the Section typist, used to be frequently absent from his seat. When the problem was analysed, it was found that the typist was supposed to be helping an assistant in routine work, but that he was not of much help, that he was having spare time and that recording and indexing were in arrears in the Section. One of the ideas of the group was that frequent absence of the typist could be checked and better work obtained from him by assigning more definite duties to him. It is demoralising for any one to have got enough to do or not to know what to do next. At the same time, even though a man who is over-worked makes a noise about it, he generally keeps silent when he is under-worked. It is therefore for the supervisor to look for ability not used and make best possible use of it, so as to get a full day's willing work from every member of the staff.

(vi) *Firm action*—A supervisor must no doubt strive to make his men want to work by being considerate and helpful so as to make them feel that he is really interested in them, by giving them recognition so as to motivate them to do better, by taking them into confidence so as to give them a sense of participation and by making best use of their ability, so as to get a full day's willing work. There may however be times when in spite of his efforts a supervisor may fail to get satisfactory work. There may be a man who does not accept the responsibility of self-discipline and goes his own way regardless of his own interest or the interest of the group and work. Patience may cease to be a virtue on such occasions, and firm action may be necessary to correct the situation. As was mentioned in one senior group a supervisor should not refrain from firm action in such cases, where a man does not respond to consideration or kindness.

(vii) *Set higher standards for oneself*—In a problem presented by a supervisor of the second level, the supervisor immediately below was attending office late. One of the assistants took advantage of this and also started being late. The junior supervisor because of his own irregular attendance could not do anything to rectify the assistant. The problem illustrated the principle that if a supervisor is to maintain discipline, he himself should set a good example for his staff.

This applies not only to the field of discipline, but to the entire field of supervision. The supervisor is the man who is in constant contact with the members of his section. The work of the section will depend to a large extent on his own attitude towards work and staff.

If he is apathetic, average members of the staff will take advantage of the situation and their work will go down. If on the other hand he shows real interest in the work and in his staff, he will be giving an impetus to individual effort and self-improvement, and his enthusiasm will become contagious. One Relations group said that it is within a supervisor to bring down the standard of work of his whole section or to raise it up and that therefore each supervisor should try to set higher standards for himself by striving to increase his knowledge of work, his capacity to instruct, his ability to improve methods and his skill in the handling of staff (To be completed).

## REPORTS AND ENQUIRIES

### SUMMARY OF THE ANNUAL REPORT ON THE WORKING OF THE FAIR WAGE CLAUSE AND C.P.W.D. CONTRACTORS' LABOUR REGULATIONS FOR THE YEAR ENDING 31ST DECEMBER 1957

**Scope and Object**—In order to protect the workers employed by the C.P.W.D. contractors from exploitation, the Fair Wage Clause and the Central Public Works Department Contractors' Labour Regulations were framed and brought into force by the Central Government in 1946. Since then the Regulations have been amended from time to time. These Regulations are mainly intended to ensure that the workers are not paid less than the fair wage fixed by the C.P.W.D. and that no unlawful deductions are made. The Fair Wage Clause and the Regulations have been incorporated in the form of contract entered into by the C.P.W.D. with the contractors. The contractors are, therefore, bound to comply with the conditions of the Clause and the Regulations in the same way as other conditions of contract.

**Main Provisions**—The Regulations provide for (i) the payment of the prescribed wages to workmen, (ii) fixing of the wage period, the date and mode of payment, (iii) regulation of deductions from wages, (iv) maintenance of records, (v) issue of wage-cards, (vi) display of notices, etc. Provision has also been made in the terms of contract for contractors making available to their workmen certain amenities such as drinking water, protective footwear, first-aid, creches, rest shelters, washing-places, latrines and urinals, etc.

Employment of children below the age of 14 years is prohibited. Benefits available under the Workmen's Compensation Act and the Maternity Benefit Acts have also been extended to the labour covered by the Regulations.

**Administration**—For the investigation and settlement of workers' claims and enforcement of other provisions of the Regulations, Labour Officers have been appointed under the administrative control of the C.P.W.D. The Conciliation Officers (C) and the Labour Inspectors (C) of the Industrial Relations Machinery have also been vested with the powers of a Labour Officer by the Central Government. The Regional Labour Commissioners have been made the Appellate Authority under these Regulations, and the Chief Labour Commissioner is the final authority to interpret the provisions of the Regulations. During the year under report, the enforcement machinery consisted of 12 Labour Officers—8 at Delhi and one each at Calcutta, Madras, Bombay and Madhopur under the administrative control of the C.P.W.D. and 22 Conciliation Officers and 88 Labour Inspectors of the Industrial Relations Machinery. These officers are

required to make on-the-spot enquiries at the work-sites and report the irregularities noticed to the Executive Engineer concerned for securing rectification thereof by the contractors. The contractors are also directly asked by the inspecting officers to rectify the irregularities and submit compliance reports to the inspecting officers. In cases of non-payment or short-payment of wages, the Executive Engineers concerned are requested to withhold the amount of wages due to the workers from the contractors' bill and to arrange payment of the same to the workers concerned. Any person aggrieved by the decision of the Inspecting Officer may prefer an appeal against such decision to the Regional Labour Commissioner concerned within 30 days from the date of decision. Subject to such appeals, the decision of the Inspecting Officer is final and binding upon the parties.

**Enforcement**—The total number of C.P.W.D. contractors' establishments during 1957 was 3,952 as against 2,888 in the preceding year. The average daily number of workers employed in these establishments in 1957 was 32,115 as against 24,984 in 1956. Of the 3,952 establishments, 1,100 were inspected\* during 1957 as against 1,091 in the previous year. The inspections covered 28 per cent of the total establishments and 37 per cent of the total workers as against 38 per cent of establishments and 42 per cent of workers covered during the preceding year. It would thus be seen that though the actual number of establishments inspected was more than those inspected during the preceding year, there had been a decrease in the percentage of inspections vis-a-vis the total number of establishments. This may be due to the fact that the strength of the Inspecting Officers did not increase proportionately with the increase in the number of establishments.

As many as 4,556 irregularities were detected during the year as against 4,194 in 1956. Of the former, 21 per cent related to cases of non-payment of wages or delay in payment of wages. This may be mainly due to want of permanent addresses of the workmen who leave employment and in respect of whom remittance of unclaimed wages was not possible. Of the total irregularities, 60 per cent were rectified during the year. The corresponding figure for the previous year was 54 per cent. The minor irregularities were normally got rectified by persuasion through the Executive Engineers. During the year, 20 appeals were preferred by the contractors under these regulations. Of these, 17 were disposed of and three were settled by mutual consent.

The inspecting officers investigated cases of non-payment/short-payment of wages and submitted their reports to the Authorities concerned specifying the amounts to be withheld from the contractors' bills on this account. As a safeguard, the contractors are required to obtain clearance certificates in this respect from the Labour Officers before their bills are passed for payment and their security deposits refunded. As many as 1,662 clearance certificates were issued by the Labour Officers during the year under review as against 620 issued in the previous year. An amount to the tune of about Rs. 86,000 in respect of 153 establishments was actually withheld on this account during the year under review as against about Rs. 55,000 in respect of 505

\* This is apart from the 419 establishments inspected by the officers of the Industrial Relations Machinery.

establishments in the previous year. The amount actually paid to the workers during the year under report was, however, Rs. 33,000 in 98 cases. The amount withheld could not be fully disbursed in all the cases due to migration of workers without leaving their permanent addresses.

**Welfare Amenities**—During inspections of establishments i.e., work-spots the officers also make a check up to ensure that the amenities contemplated under the terms of contract have been provided by the contractors. It was, however, experienced that owing to the short duration of contracts and the casual nature of employment, the welfare amenities provided by the contractors were generally inadequate.

As in the case of enforcement of other Acts, the inadequacy of the inspecting staff was militating against the effective enforcement of the Regulations. It was more so in view of the increased tempo of the building activities of the CPW.D. For timely inspection of the work places, it is also desirable that particulars of the work orders should invariably be furnished by the Executive Engineers to the Central Industrial Relations Machinery. It might also be desirable to delete from the Regulations, the power of exempting contractors employing less than 50 workers from the maintenance of wage registers and wage slips.

### COAL MINES PROVIDENT FUND SCHEME—SUMMARY OF THE REPORT FOR THE YEAR 1957-58

**Scope**—The Coal Mines Provident Scheme framed in pursuance of Section 3 of the Coal Mines Provident Fund and Bonus Schemes Act, 1948 was at the end of March 1957, applicable to the coal mines situated in the States of West Bengal, Bihar, Orissa, Madhya Pradesh, Assam and Hyderabad. The scope of the Act was extended during the year 1957-58 to the coal mines in the State of Rajasthan with retrospective effect i.e., from the 1st October 1955. The application of the scheme to the coal mines transferred to the newly-formed States of Bombay and Andhra Pradesh under the State Re-organisation Act, 1956, was regularised by an adaptation order notified in terms of Section 120 of the State Re-organisation Act, 1956.

**Administration and Finances**—The Coal Mines Provident Fund constituted under the scheme is administered by a Board of Trustees appointed by the Central Government in accordance with the provision contained in para 3 of the Coal Mines Provident Fund Scheme. The actual execution of the scheme is in the hands of the Coal Mines Provident Fund Commissioner with effect from 27th January 1958. The rate of contribution to provident fund was fixed at a uniform rate of 6½ per cent. of the total emoluments of the members in all States except Rajasthan. The total sum realized as provident fund contribution during the period under review was Rs. 3,40,16,235 as against Rs. 2,72,52,835 in the preceding year. The increased realisations are due to the revised rate of provident fund contribution and enhancement of wages consequent upon the implementation of the All India Industrial Tribunal (Colliery Disputes) Award and payment of provident fund contributions on arrear wages which were being made by the coal mines in instalments. A total sum of Rs. 10,49,664 was realized during the year as administrative charges.

as against Rs 817,424 in the previous year. The increase in the administrative charges was due to the corresponding increase in the realisation of provident fund contribution as explained above

The account for the year under review closed with a revenue surplus of Rs 14,22,839 as against an estimated budgetary balance of Rs 12,25,340. The increase in the surplus during the year was due to the increase in administrative charges. The investment of balances of the Fund is made having regard to the maximum yield with absolute security. Up to the end of March 1958 a total sum of Rs 12,02,66,785 was invested in Government securities of the face value of Rs 12,66,57,400.

During the year under report 14,815 fresh claims were received as against 11,675 during the previous year. The total number of claims settled during the year was 11,716 involving payment of Rs 20,40,756 as against 9,378 claims involving payment of Rs. 10,46,181 during the previous year. All possible efforts were made to settle the claim expeditiously.

**Enforcement**—The inspection machinery consists of 8 inspectors appointed exclusively for this purpose. The assistance of Junior Labour Inspectors and Labour Inspectors of Industrial Relations machinery of the Central Government is also available for the purpose. The total number of inspections carried out by all these officers during the year was 3,283. Four hundred thirty show cause notices were issued to the defaulting coal mines and 199 complaints were filed as against 272 show cause notices and 158 complaints during the previous year. A total sum of Rs. 9,775 was awarded as compensation by various courts and a further sum of Rs. 8,279 was realized as incidental charges in respect of 28 cases of withdrawals during the year. No complaints were filed merely on technical grounds, and the policy of conciliation and not contention continued during the year.

**Important changes made during the year**—During the year under report the definition of the term 'Period of Membership' contained in para 2(k) of the Coal Mines Provident Fund Scheme was amended. According to the new definition the period of membership is counted from the date of employment in the colliery wherefrom a worker qualifies for the membership of the Fund and terminates on the day on which the amount standing to the credit of the member is tendered for payment. A provision has also been made to the effect that the cases where the date of employment cannot be ascertained the first day of the quarter in which a worker qualifies for the membership of the Fund should be taken as the date of commencement of membership.

#### ANNUAL REPORT ON THE WORKING OF THE PAYMENT OF WAGES ACT, 1936 IN MINES DURING THE CALENDAR YEAR 1957\*

During 1957, all persons employed in mines as defined in the Mines Act, 1952 and drawing wages less than Rs. 200 per month (the wage limit has been raised to Rs. 400 p.m. since 1st April, 1958) were covered by the Payment of Wages Act, 1936. The Payment of Wages Act primarily seeks to ensure to the workers regular and prompt

\* The Report for the year 1956 was published in the August, 1958 issue of the Indian Labour Gazette.

payment of wages and to protect the wage earners against arbitrary deductions and fines. The Payment of Wages (Mines) Rules, 1956, which came into force on 30th November, 1956, are applicable to all mines as defined in the Mines Act, 1952.

**Enforcement Machinery**—The authority in regard to the administration of the Act in mines vests with the Central Industrial Relations Machinery. The Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner, Regional Labour Commissioners, Conciliation Officers, Labour Inspectors, Junior Labour Inspectors and the Provident Fund Inspectors (under the Coal Mines Provident Fund Commissioner) have been notified as "Inspectors" under the Act. Inspection visits are mainly carried out by the Labour Inspectors, Junior Labour Inspectors and the Provident Fund Inspectors. The Conciliation Officers and the Regional Labour Commissioners also visit the units for purposes of inspection and check-up of the inspection reports made by their subordinate officers.

**Inspections and Irregularities**—During the year under review, 4,258 inspections were made and 16,742 irregularities detected, the corresponding figures for the previous year were 4,781 and 18,023 respectively. It will thus be seen that there was a fall of 11 per cent. and 7 per cent respectively in the number of inspections made and irregularities detected as compared to the previous year. This may be due to the fact that a number of beats of Labour Inspectors remained vacant. The Dhanbad Region, where a large number of mines is concentrated, alone accounted for 10,702 irregularities i.e. about 64 per cent. of the total. A break-up of irregularities detected by their nature and also by regions is given below.—

*Number of Irregularities in the Various Regions*

Nature of Irregularities	Calcutta	Madras	Dhanbad	Bombay	Jabalpur	Kanpur	Total
1 Non display of notices, date of payments & list of Acts or omissions & wage rates.	67	430	1,171	151	235	43	2,117
2 Non maintenance of registers.	40	419	670	126	125	69	1,479
3 Improper maintenance of registers.	22	185	5,490	116	157	..	5,970
4 Delayed payment of wages.	861	101	2,226	52	369	2	3,611
5 Non-payment of wages	8	1,927	.	37	..	.	1,927
6 Un authorised deductions.	..	42	22	..	5	.	69
7 Imposition of fines .	1	6	4	..	11	.	22
8 Deductions for loss or damage.	..	12	4	.	13	.	29
9 Recoveries of advance	..	7	5	1	16	.	29
10 Others . . . .	19	129	1,110	14	156	16	1,444
Total .	1,018	3,288	10,702	497	1,107	130	16,742

It will be observed from the table that irregularities in respect of "improper maintenance of registers" were the highest being 5970 and formed about 35.8 per cent of the total. Cases of delayed payment of wages accounted for 21.5 per cent. followed by "Non-display of notices etc.", (12.6 per cent) and "Non-payment of Wages" (11.7 per cent)

**Rectification of Irregularities**—As per the procedure generally followed, employers were apprised of the irregularities observed and necessary steps were taken to ensure their early rectification. The percentage of irregularities rectified to total detected decreased from 93 per cent in 1956 to 74 per cent in 1957. The number of irregularities contested by employers was 24 as against 14 in the previous year. As regards the time taken for rectifications, 38 per cent of the irregularities were rectified within three months, 21 per cent, within 3 to 6 months, 9 per cent within 6 to 9 months and 6 per cent within 9 to 12 months.

**Claims**—Under Section 15 of the Act, 48 applications for delayed payment of wages and one for un-authorised deductions were preferred during the year under review. Of these 49 cases, 20 were decided in favour of the applicants, 4 against them, 3 were withdrawn and the rest, i.e. 22, were pending with the Authorities at the close of the year. The total amount awarded to the applicants in respect of claims preferred was Rs 59,857.

**Annual Returns**—Rule 18 of the Payment of Wages (Mines) Rules, 1956 makes it obligatory for every employer to submit an annual return giving details of the number of persons employed, total wages paid and deductions made on account of fines, damages, etc. In all, 790 mines submitted these returns giving the requisite information for the year 1957 as against 689 mines for the previous year. The number of persons employed in mines submitting returns was 3,22,718 of which 2,67,417 were men and 55,301 women. The total wages paid during the year to all workers were Rs 31,37,09,420. Deductions made on account of fines and damages amounted to 721 in 688 cases and Rs 4,060 in 2,417 cases, respectively.

**Prosecutions**—The Act is being administered mainly through persuasive methods and it is only in cases of habitual offenders that recourse to penal provisions is taken. The number of prosecutions launched during 1957 was only 3.

**Conclusions**—The Officers of the Central Industrial Relations Machinery charged with the enforcement of the Act reported that legislative provisions are being well observed in larger mines and the small units which are situated at far flung areas continue to be the defaulters. The Inspectors could not visit those small mines frequently for want of proper transport facilities. On the whole, the working of the Act during the year under review was fairly satisfactory.

## SURVEY OF THE DELHI EMPLOYMENT MARKET

(October 1957—September 1958)

1 **Scope and limitations**—The main findings of the employment market survey for 12 months ending September 1958 are summarised below. The data relating to employees were collected every quarter



on a voluntary basis from all establishments in the public sector and from those employing 10 or more persons in the private sector. The employment figures during each quarter relate to the last day of the Quarter. Ninety-one per cent. of the employers in the private sector and 97 per cent. of the establishments in the public sector responded with the requisite data for the quarter ended September 1958.

**2. Employment Trend**—During the period October 1957 to September 1958, the level of employment in Delhi continued to show an upward trend. The index of employment in the private sector, excluding construction (31 December 1955=100) rose from 103.8 at the end of September 1957 to 108 at the end of September 1958. In the public sector, the index went up from 118 to 125 during the same period. The number of establishments which were covered and the number of persons employed in them at the end of September 1958 is given in the table below:—

Sector	Number of reporting establishments	Number of employees as on 30-9-58
(i) Private . . . . .	2,008	90,548
(ii) Public . . . . .	500	1,04,153

In the private sector, the rise in employment during the period under review was significant under medical health and educational services followed by manufacturing industries like sundry hardware, chinaware and crockery, bicycle, printing of newspapers, insulated wires and cables, rice and flour milling and hydrogenated oils. Some increases in employment also occurred under banking and cold-storage establishments. Cotton spinning and weaving which employs over 20,000 workers is the biggest industry in Delhi. Employment in this industry remained more or less stationary during the period. Apart from seasonal fluctuations no change was reported in the beverages industry.

In the public sector, administrative departments under the Central and State Governments and quasi-Government establishments and local bodies continued to show a rising trend in the numbers employed. Important fields in which employment edged upward were education, medical and health services, railways, telephones, research institutes, bus transport, banking, insurance and State trading.

**3 Persons Seeking Work**—Along with the rise in the level of employment, the unemployment situation as revealed by the number of persons registered at the Delhi Employment Exchange showed no improvement. While only 17.7 thousand persons were registered during the quarter ended December 1957, the pressure of employment seekers increased in the subsequent quarters and during the quarter ended September 1958, 28.8 thousand persons sought registration. The steep rise occurred mainly due to the rush of the educated persons for registration following the announcement of the examination results, and other new entrants to the employment market who constituted 80.5 per cent. of the total registrants during the quarter

ended September 1958 Other sectors from which applicants came for registration were services (90 per cent.), followed by electricity, gas, water and sanitary services (49 per cent.), manufacturing (20 per cent.), construction (17 per cent.), agriculture (08 per cent.), trade and commerce (08 per cent.) and other economic activities (03 per cent.)

The cumulative number of unemployed applicants remaining on the live register of the Delhi Exchange also rose to 61,000 at the end of September 1958 Of the persons seeking work at the end of September 1958, 48.8 per cent were seeking unskilled work, 29.3 per cent clerical jobs, 11.8 per cent skilled work and the remaining 10.1 per cent were desirous of professional, higher technical, administrative and executive posts.

Among the 61,000 persons seeking work 25.7 per cent. were educated persons who had passed matriculation or higher examination Among the educated, 75.8 per cent were matriculates, 9.3 per cent, intermediates and the remaining 14.9 per cent, graduates.

**4 Workers in Short Supply**—Based on the reports of the employers as well as the experience of the Delhi Exchange in regard to the difficulties felt in filling up vacancies, the following occupations have been identified as those in which shortages existed during the quarter

#### Men

Stenographers, salesman, physics teacher, die-maker, turner, linotype mechanic, monotype caser, powerloom weaver, moulder, chemical engineer, ceramic expert.

#### Women

Librarian, physical training instructress, teacher in English and domestic science, nurse.

## LABOUR LAWS AND DECISION

### LAWS

#### THE WORKMEN'S COMPENSATION (AMENDMENT) ACT, 1959

The above Act received the assent of the President on the 20th March, 1959 and will come into force on such date as the Central Government may, by notification, appoint. Salient features of the Act have already been published in November, 1958 issue of the *Indian Labour Gazette*.

[The Gazette of India (Extraordinary); March 31, 1959].

#### EMPLOYEES' STATE INSURANCE ACT, 1948—EXTENSION TO CERTAIN AREAS IN RAJASTHAN AND UTTAR PRADESH

In exercise of the powers conferred by sub-section (3) of Section 1 of the above Act, the Central Government have put into force with effect from the 29th March, 1959, the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), Chapter V and Chapter VI [except sub-section (1) of section 76 and

sections 77, 78, 79 and 81 which have already been brought into force] in the following areas of the States of Rajasthan and Uttar Pradesh:—

**Rajasthan:**

- (i) The areas within the municipal limits of Shri Ganganagar, and
- (ii) The areas within the limits of revenue villages of Moja Fatehabad; Moja Malipur and Moja Mahabatnagar in Tehsil and District Dholpur.

**Uttar Pradesh:**

- (i) The areas within Sahjanwa comprising of revenue villages of Ghasar and Keshopore, in Tehsil Sadar in Pargana Hasanpur-Maghar, District Gorakhpur,
- (ii) The areas within the limits of Mirzapur Municipality,
- (iii) The areas within the municipal limits of Ghaziabad, and revenue village of Dundahera, in Tehsil Ghaziabad, District Meerut, and
- (iv) The areas within the limits of Town Area, Modinagar  
[The Gazette of India (Extraordinary), March 26 and 28, 1959]

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### THE ANDHRA PRADESH EMPLOYEES INSURANCE COURTS RULES, 1958

The Government of Andhra Pradesh have framed the above Rules and they have enforced the same with effect from the 16th April, 1959. Some important features of these rules have already been published in September, 1958 issue of the Indian Labour Gazette.

[Andhra Pradesh Gazette, April 16, 1959].

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### PAYMENT OF WAGES ACT, 1936—EXTENSION TO KANDLA PORT

In exercise of the powers conferred by sub-section (5) of section 1 of the above Act in its application to the Kutch region of the State of Bombay, the Government of Bombay have extended, from 10th January, 1959, the provisions of the said Act to the following persons:—

“Persons employed on work in connection with the loading, unloading movement or storage of cargoes in or on any dock, wharf or jetty in the Port of Kandla or work in connection with the preparation of ships or other vessels for the receipt or discharge of cargoes or leaving the Port of Kandla”

[Notification No. FDE 1857-J, dated the 17th December, 1958].

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### DRAFT RULES RELATING TO HYDERABAD HOUSING BOARD

In exercise of the powers conferred by Section 70 of the Hyderabad Housing Board Act, 1956, the Government of Andhra Pradesh propose to make the above Rules and have published them in the State Gazette for general information. The draft Rules deal, *inter alia*,

with allowances of members and remuneration and other conditions of service of the Chairman of the Board; appointment of Committees, manner and form of contract and conditions of service of officers and servants

[Notification No G O Ms 630, Health and Local Administration (Health), dated the 18th March, 1959—*The Andhra Pradesh Gazette*, April 2, 1959].

### THE KERALA PLANTATION LABOUR RULES, 1959

The Government of Kerala have framed the above Rules and these will come into force immediately. A brief summary of the rules has already been published in September, 1957 issue of the *Indian Labour Gazette*.

[Notification No L9-56/57/L&LAD, dated the 13th March, 1959—*The Kerala Gazette*, April 7, 1959].

### THE EMPLOYMENT OF CHILDREN (MADHYA PRADESH) RULES, 1958

The Government of Madhya Pradesh have framed the above Rules which have been enforced with effect from 10th April, 1959. Salient features of the rules have already been published in November, 1958 issue of the *Indian Labour Gazette*.

[*Madhya Pradesh Gazette*, April 10, 1959].

### THE MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) RULES, 1959

In exercise of the powers conferred by sub-sections (1) and (2) of section 11 of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958, the Government of Madras have made the above Rules. These rules provide, *inter-alia*, for licensing of beedi industrial premises, health; welfare; working hours of workers and leave with wages.

[Notification No G O Ms 1433(LAB), dated the 30th March, 1959—*The Fort St George Gazette* of April 8, 1959]

### DRAFT RAJASTHAN PAYMENT OF WAGES RULES, 1959

In exercise of the powers conferred by sub-sections (2), (3) and (4) of section 26 of the Payment of Wages Act, 1936, the Government of Rajasthan propose to make the above Rules which have been published in the State Gazette for information. These rules when framed—will repeal the Rajasthan Payment of Wages Rules, 1951 and all other rules corresponding to these rules in force in the Ajmer, Abu and Sunel areas. The draft rules provide for the maintenance of certain registers and deal with matters like display of wage rates; notice of dates of payment, procedure for approval of list of acts and omissions, procedure in imposing fines and deductions: deductions for breach of contract, advances; submission of annual return; penalties etc.

[Notification No F 3(66)Lab/58, dated the 26th February, 1959—*The Rajasthan Gazette*, April 9, 1959].

## THE KERALA PLANTATION LABOUR HOUSING SCHEME RULES, 1959

The Government of Kerala have framed the Plantation Labour Housing Scheme Rules, 1959, which provide for the grant of loans to planters deserving of such assistance for construction of residential houses for their resident plantation workers governed by the Plantation Labour Act, 1951. The rules came into force with effect from the 1st April, 1959.

[The Kerala Gazette, No 12, March 24, 1959].

### DECISIONS

#### AWARD OF THE INDUSTRIAL TRIBUNAL, BOMBAY IN THE DISPUTE BETWEEN THE BHUPENDRA DYEING AND PRINTING WORKS, BOMBAY AND THEIR WORKMEN\*

The unit, which is engaged in the business of hand dyeing and hand printing or block printing represents almost the first case in this particular industry in Bombay State, to be referred to an Industrial Tribunal for adjudication. The issues involved in the dispute related to wage scales, bonus for 1956-57, leave without pay and festival holidays. The decision of the Tribunal in so far as it relates to wage scales is briefly given below.

The workers' demanded incremental wage scales for certain occupations, i.e., Begari, Washer, Ironer, Printer and Dyer. Taking into consideration the three well-established principles, viz., concern being well-established, its financial position and no immediate danger of its deterioration, the Tribunal prescribed the following wage-scales for the different occupations that exist in the unit.

Sl. No.	Occupation	Wage-scales (per day)		
		Rs. as. ps.	Rs. as. ps.	Rs. as. ps.
1	Begari and Washer (unskilled)	2 8 0	0 1 0	3 2 0
2	Ironer (semi-skilled)	2 11 6	0 1 6	3 10 6
3	Printer (skilled)	3 2 0	0 2 0	4 6 0
4	Dyer (skilled)	3 2 0	0 2 0	4 6 0

While prescribing the minimum wage-scale for the unskilled categories, viz., Begari and Washer, the Tribunal observed that the existing consolidated daily wage of Rs 1-8-0 of the unskilled categories in most of the concerns of this industry in Bombay State is too low to enable a worker to maintain himself and it compares unfavourably with the minimum consolidated wage in a very large number of concerns in Greater Bombay.

\* Published in the *Bombay Government Gazette* dated March 26, 1959.

## ABOLITION OF CONTRACT SYSTEM—DECISION OF THE INDUSTRIAL TRIBUNAL, BOMBAY\*

The dispute between the Kandivli Metal Works, Kandivli and its workmen (excluding the clerks) over the demand for the abolition of contract labour and fixation of their wages was referred to the Industrial Tribunal, Bombay. The contention of the workers' union was that the company was getting certain work done through contractors. According to the union, (i) the contractors' workers were recruited with the company's consent, (ii) they worked under its instructions, (iii) their names were in the company's muster roll, and their work was recorded by its time keeper, (iv) their leave was sanctioned by its officers and, (v) the employers supplied all the necessary machinery and tools, etc., to the workers in question. These workers did not only sign the contractors' book for having received their wages etc., but also the company's and the spinning workers were paid directly by the company. It was further argued that the company resorted to the use of contractors' labour with the object of avoiding the application of the industrial laws and the consequent obligations. The wages were too low and they were unfairly denied the benefits due to them under the law.

On behalf of the employers it was argued that the reference was not competent as the workers were not its employees and, as such, could not raise a dispute and also that the demand for abolition of the contract labour infringed the fundamental rights guaranteed to them by the Constitution viz., the right to carry on business at its choice. Regarding the unions' allegation about the inadequacy of wages and unfairness of service conditions the company argued that the workers could make their representations about this to their real employers i.e., the contractors, and the company could not redress their grievances.

The Tribunal overruled the preliminary objection raised by the company that the demand by the workmen infringed the fundamental right of the employer under the constitution. In this connection, the Tribunal cited the decision in the case of the Premier Automobiles Ltd., Bombay wherein it had been held that there was no inherent right for employers to employ contract labour. The present Tribunal held that the contract system which the labour sought to get abolished in this reference, could not be allowed to continue (i) if the work was done in the regular course of the company's business and did not vary great deal from time to time, and (ii) if it was more or less constant and permanently required. The employment of labour on contract basis could be justified only where the company could not keep on its permanent staff the workers who were required to work only occasionally, and that the number of workers required at any time in any process varied greatly, or where the workers made or manufactured things which the company bought as finished goods or for any other similar reason, which made the direct employment of labour inconvenient, undesirable or impossible. The State, it pointed out, has conferred certain privileges and benefits on industrial workers and had set up Tribunals for enforcing of their rights by special

\*Summary of an award published in the *Industrial Court Reporter*, March, 1959, p. 206—209.

legislation, and imposed certain restrictions on the powers of the employers. The employers could not be allowed to escape these by having resort to contract system

The Tribunal directed the company to abolish the system of contract labour. The Tribunal also directed that the company should, in consultation with representatives of the union, fix the wages of these workers according to the categories in which they were placed in view of their seniority and length of service, skill, etc

## LABOUR INTELLIGENCE

### INDIAN

#### MONTHLY LABOUR NEWS—MARCH, 1959

##### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows:—

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded a decline by 10,127, i.e., by 58 per cent. At the end of the month, the number of applicants on the Live Register was 12,17,650 as against 12,10,523 at the end of the previous month, thus registering an increase of 7,127, i.e., by 0.6 per cent.
- (ii) The total number of vacancies notified to the Exchanges increased by 206 per cent. The number of vacancies notified increased in the public sector and declined in the private sector. Of the vacancies notified to the Exchanges during the month, 90.8 per cent were in the Government and quasi-Government establishments and local bodies. The number of employers utilising the services of the Exchanges increased from 6,743 during the previous month to 6,876 during the month i.e., by 2.0 per cent.
- (iii) The particulars of 12,19,933 applicants as against 1,12,020 during the previous month were forwarded for available job opportunities. The number of placements effected during March, 1959 was 17,860 as compared to 19,966, in February, 1959, thus recording a decline of 10.5 per cent.

The relevant statistics are presented in the following table —

	March 1959	February 1959
Registrations . . . . .	1,63,386	1,73,513
Number on Live Register . . . . .	12,17,650	12,10,523
Number of Employers Utilising the Services of the Employment Exchanges.	6,876	6,743
Vacancies Notified . . . . .	33,641	27,885
Placements Effected . . . . .	17,860	19,966

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 33 closures, in 27 of which 1,724 workers were affected, as against 12 closures affecting 1,593 workers in 9 cases in the preceding month. Of the 33 closures, 5 were due to defects of machinery 3 each due to accumulation of stocks, adverse market condition, trade reasons and want of raw material; 2 each due to lack of demand and lack of work and 1 each due to heavy excise duty, shortage of coal, decrease in import licence, un-economic working and overhauling of machinery. The reasons for 7 closures are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 12 units affecting 153 workers. In the previous month retrenchments were reported from 16 units affecting 213 workers. The main reasons for retrenchments during the month were financial loss, shortage of work, change of contract and completion of work.

(d) *Lay Off*—In the States supplying information, 56 units laid off 3,406 workers, mainly due to shortage of work, financial difficulties, accumulation of stocks and shortage of raw material.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information 146 new factories were registered in 48 of which 1,595 workers were proposed to be employed. Five factories re-opened after closures in 2 of which 105 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

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#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table overleaf shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of March, 1959, under the Factories Act, Payment of Wages Act, Minimum Wages Act, and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Unions Act, 1926 are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.



# ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED, ETC., UNDER CERTAIN LABOUR LAWS IN MARCH, 1959

- (a) Number of establishments inspected.
- (b) Number of prosecutions launched
- (c) Number of convictions obtained

State / Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Assam*	3	—	—	5	—	—	7	—	—	278	—	—
Bihar	—	—	—	—	—	—	37	—	—	1,299	7	8
Bombay	1,410	274	129	98	—	—	138	—	—	356	4	1
Kerala	318	5	3	101	—	—	604	2	2	2,247	4	2
Madhya Pradesh	297	17	—	—	—	—	238	—	—	3,369	204	168
Madras*	666	21	16	454	—	—	691	—	—	48,636	22	33
Mysore*	100	—	1	—	—	—	83	—	—	2,771	93	56
Punjab	181	145	—	4,162	—	—	691	—	—	13,873	54½	—
Uttar Pradesh	288	42	6	198	—	—	1,153	5	—	5,242	128	11
West Bengal	428	6	—	344	—	—	—	—	—	6,259	516	318
<i>Union Territories</i>												
Delhi	50	7	10	50	—	—	323	8	10	1,743	239	240
Ilamachal Pradesh	—	—	—	—	—	—	—	—	—	—	—	—
Tripura	—	—	—	2	—	—	—	—	—	58	—	2

\* For the month of February, 1959.

**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING MARCH, 1959**

State/Territory	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
Andhra Pradesh	—	7	—	—
Assam*	160	2	—	162
Bihar	577	8	—	585
Bombay	1,713	35	—	1,748
Kerala	—	20	—	—
Madhya Pradesh	317	7	—	324
Madras*	929	18	2†	945
Mysore*	396	2	—	398
Punjab	473	11	10	474
Uttar Pradesh	1,017	11	3	1,025
West Bengal	2,107	28	118	2,017
<i>Union Territories</i>				
Delhi	316	0	—	316
Himachal Pradesh*	10	3	—	13
Tripura	30	—	—	30

\*For the month of February, 1959.

†Includes one trade union which was dissolved.

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

In Andhra Pradesh, Standing Orders of one concern were certified during March, 1959. In Madras, 18 Standing Orders were certified during February, 1959, bringing the total of such orders to 766. In Uttar Pradesh, Standing Orders of 8 concerns were certified during the month. In West Bengal, Standing Orders of two undertakings were certified during the month.

**WORKMEN'S COMPENSATION ACT, 1923**

In Andhra Pradesh, an amount of Rs 16,877 was paid during March, 1959 in respect of five cases—four fatal and one non-fatal. In Kerala, the Commissioners for Workmen's Compensation decided 10 cases during the month. In Madras, an amount of Rs 20,061 was deposited with the Commissioner for Workmen's Compensation in respect of 35 cases. In West Bengal, 186 claims for compensation were disposed of during the month and the employers deposited Rs 1,58,740 as compensation. A sum of Rs. 1,59,706 was paid to the

injured person and dependants of the deceased In *Delhi*, 7 cases were disposed of during the month

### WORKERS EDUCATION

In *Andhra Pradesh*, adult education classes in *Telegu*, *Hindi*, *Urdu* and *English* were continued to be held at 6 labour welfare centres during *March, 1959* In *Uttar Pradesh*, the adult education classes were continued to be held at four labour welfare centres in *Kanpur* during the month The average daily attendance in these night classes was 42

### LABOUR WELFARE

In *Andhra Pradesh*, welfare activities like cinema shows, indoor and outdoor games sewing classes, etc., were as usual organised in all the labour welfare centres during *March, 1959* In *Bihar* welfare activities were continued to be held in all the welfare centres during the month In the *Punjab*, instructive entertainments were continued to be provided in the labour welfare centres Entertaining and educative films were screened as usual at the various industrial centres. In *Uttar Pradesh* the usual activities were carried out with great enthusiasm at various labour welfare centres In *West Bengal*, 30 labour welfare centres continued to function satisfactorily during the month The total attendance in these centres during *March, 1959* was 90 946 Sports for children and cinema shows were arranged in some of the centres Training in various crafts, such as sewing, knitting and leather work were continued to be given in the plantation centres under the Plantation Labour Scheme In *Delhi* welfare activities were carried on in all the labour welfare centres Important among the activities were the organisation of special music programmes, volley ball matches, indoor games etc. A plan Publicity Week was also organised,

### COMMITTEES CONFERENCES AND ENQUIRIES

In *Bombay*, field work relating to the Socio-Economic Enquiry into Dyeing and Printing of cloth industry in the State was taken up during *March, 1959* In *Kerala*, the Coir Industrial Relations Council met during the month and constituted an *ad hoc* Committee for suggesting ways of implementation of the Standardised wage rates in the manufacturing section of the Coir Mats and Matting Industry. A meeting of the Industrial Relations Committee for Chemicals was also held during the period under review In *Madras* the monthly meeting of the State Housing Board was held during *February, 1959* to discuss the progress made in the various housing schemes The Minister for Industries and Labour *Madras* had discussions with the Managers of the Simpson group companies and a representative of their Employees' Union on the working of the joint councils of managements and decided to set up separate sub-committees of the joint councils for the different units In the *Punjab*, the State Evaluation and Implementation Committee met during the month and approved the procedure for realization of dues of workmen under awards and settlements The Committee also discussed the procedure to be adopted for investigating the complaints of alleged breach of Code of Discipline The Consultative Committee on the Shops and Commercial Establishments Act held its eighth meeting at the end

of March, when it made certain recommendations for effective enforcement, etc., of the Act In *Uttar Pradesh*, an enquiry into the working and living conditions of workers employed by forest contractors in the Kumaon Region of the State was conducted during the month In *West Bengal*, the sixth meeting of the Evaluation Committee was held during the month to discuss, among other things, cases of non-implementation of awards and agreements, review of the working of the Code of Discipline and progress made regarding its implementation The working of the Code of conduct was also reviewed A meeting of the Calcutta Dock Labour Board was also held and it discussed (i) recommendations of the Finance Committee on the revision of leave rules of workers on the lines of the Bombay Dock Labour Board Provident Fund Rules for the pool workers of the Board etc., (ii) Housing Scheme for pool workers (iii) reservation of a bed in the Cancer Hospital for workers suffering from Cancer The Special Committee on Jute met twice in March and decided, *inter alia* to call for some information from the employers and the Jute Commissioner In *Delhi*, the Labour Advisory Board met on 13th March 1959 and it discussed (i) encouragement of voluntary arbitration and rate of remuneration of Arbitrators (ii) re-constitution of the Sub-committee relating to labour welfare centres, (iii) suggestion regarding appointment of a Sub-Committee to examine the implementation of 'Employees' State Insurance Scheme and connected matters, (iv) need for improvement in printing industry in *Delhi*, (v) suggestion regarding appointment of a Study Group to examine service conditions of Class IV employees of *Delhi* Administration, Municipal Corporation and New *Delhi* Municipal Committee, (vi) suggestion regarding setting up of Housing Corporation for providing residential accommodation on reasonable rents to low paid commercial employees and (vii) improvements in working condition of workers employed in fruit and vegetable trade in *Delhi*.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING MARCH 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue It will be seen that in March, 1959, there were 103 fresh disputes. In 95 of these disputes, for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 44,221 in units normally employing 1,21,605 workers The figures for the previous month were 96 fresh disputes, maximum number of workers involved in 93 disputes 30,311 in units normally employing 88,721 workers The number of disputes current at any time during the month was 134 In 123 of them the maximum number of workers involved was 56,019 in units normally employing 1,37,149 workers The figures for the previous month were 128 current disputes, maximum number of workers involved in 124 disputes 40,990 in units normally employing 1,00,494 workers The average number of workers involved in 123 current disputes during March, 1959, was 55,072. In the preceding month the average number of workers involved was 39,850 in 124 current disputes. The man-days lost were 2,79,346 during March, 1959, and

2,91,294 during the preceding month. The time-loss during March, 1958 and the monthly average time-loss during the year 1958, was 8,47,911 and 6,49,799 respectively. The average duration of disputes current at any time was 51 days during March, 1959 and 73 in the preceding month. It may be mentioned that the figures given above for the months of February 1959 and March 1959 are not strictly comparable, as information relating to Assam and Orissa is not included in the figures for the latter month due to non-receipt of returns.

Twenty three of the current disputes resulted in lock-outs. These involved 8,278 workers and accounted for a time-loss of 99,973 man-days during the month. West Bengal accounted for 11 lock-outs, Andhra 4, Mysore 3, Madras 2, and Bihar, Kerala and Uttar Pradesh one each.

Ninety six disputes terminated during the month of March, 1959. Of these 63 lasted for not more than five days each and only 10 lasted for more than thirty days each. The workers were completely or partially successful in 30 cases that terminated during the month. They were unsuccessful in 32 cases. The results were indefinite in 26 cases and not known in 8 cases. Among the important causes of fresh disputes may be mentioned "Personnel" in 27 cases, "Wages and Allowances" in 24 cases and "Bonus" in 11 cases. During the month under review, a time-loss of 1,81,749 man-days out of the total of 2,79,346, i.e. 65.1 per cent. was accounted for by the Manufacturing industry group. Mining and Quarrying and Transport and Communications (other than Workshops) followed next with time-losses of 49,196 and 29,162 man-days, i.e. 17.6 and 10.4 per cent respectively of the total. Time-losses in other major groups of industries were comparatively low. By individual industries, considerable time-loss was recorded in Bidi industry (37,715 man-days), Cotton Mills (28,479 man-days) and Sugar Mills (15,534 man-days) under the Manufacturing group and in Coal Mines (36,334 man-days) under the Mining and Quarrying group.

West Bengal recorded a time-loss of 1,26,873 man-days during the month. This was the highest among all the States. Next in order came Bihar, Madras, Uttar Pradesh and Mysore with a time loss of 46,586; 33,883, 22,519 and 18,604 man-days respectively. Compared to the previous month, the time-loss increased in Madras, West Bengal, Mysore and Andhra by 29,796, 27,031, 13,396 and 1,059 man-days respectively. It decreased in the remaining States.

Regarding the industrial relations in the States there was nothing special to report.

#### DETAILS OF IMPORTANT DISPUTES

The lock out in AID Limited Shyamnagar, 24-Parganas, reported earlier came to an end during the month under review and caused a total time-loss of 80,600 man-days. The strikes in Raza and Buland Sugar Companies Ltd Rampur, reported earlier, also terminated the workers having returned to work unconditionally. These strikes caused a total time-loss of 35,712 and 37,492 man-days respectively. On the 16th March 1959, all the 1,600 workers of Bhagaband Colliery, P.O. Kusunda, Dhanbad (INTUC) struck work demanding assurance that the tubs would not be deducted at the pit top.

The workers resumed work on the 31st March, 1959, following orders of the Government prohibiting the continuance of the strike when the matter was referred to the Industrial Tribunal. The strike caused a time-loss of 22,400 man-days. On the 4th March, 1959, all the 8,000 workers of 14 Beedi Manufacturing Establishments in North Arcot (AITUC) struck work when the managements refused to pay the wages at increased rates. Following intervention by the P.A. to the Collector, North Arcot the workers resumed work after 3 days strike. This three days strike accounted for a time-loss of 24,000 man-days. On the 19th March, 1959, the management of I.G.N. Rly. Co. Ltd., Calcutta, declared a lock-out due to assault on an executive member affecting 1,400 workers. The lock-out was continuing at the end of the month and accounted for a time-loss of 15,400 man-days.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of March, 1959, was 54 (Provisional) as against 61 (Revised) in the preceding month.

#### SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during March, 1959 and the number settled or investigated by them.

State	Number of Complaints Received During the Month Relating to								No. of Complaints Settled or Investigated*
	Wages & Allowances	Bonus	Personnel	Retrenchment	Leave & Hours of Work	Others	Not Known	Total	
Bihar . . .	17	—	16	—	—	—	—	33	19
Delhi . . .	—	—	—	—	—	—	216†	216	204
Gorala . . .	163	74	106	25	100	107	—	575	394
Madhya Pradesh . .	21	2	37	1	1	3	—	65	7
Tripura . . .	17	1	2	—	—	1	—	21	6
Uttar Pradesh . . .	43	6	52	—	6	68	—	175	112
West Bengal . . .	35	1	3	2	36	49	4	129	..

\*Includes outstanding cases of the previous month.

†The complaints mostly related to Wages and allowances and Personnel.

Source—Monthly Labour News.

## QUESTIONS AND ANSWERS IN PARLIAMENT

(The information given in the following paragraphs has been summarised from the replies given during the present session of the Rajya Sabha and the Lok Sabha—Editor).

**Productivity Projects**—Two advanced work study courses were organised in Bombay by the Productivity Centre of the Union Ministry of Labour and Employment during 1958. Three I.L.O. experts helped to design and organised the first course. The second one was organised on the same lines as the first by the Productivity Centre. Although no quantitative assessment of results has yet been planned these courses were appreciated by the State Governments and industry (April 8, 1959).

**Contribution by Textile Mills to Provident Fund**—A sum of Rs 202 crores was due from the textile mills in India towards contribution to the provident fund account at the end of December 1958 under the Employees' Provident Fund Scheme. Out of this amount, Rs 37 lakhs had since been realised. The Central Government have instituted recovery proceedings and taken other suitable steps to recover the remaining dues. (April 8, 1959).

**Gorakhpur Labour**—The total number of Gorakhpur workers i.e. recruited by the Gorakhpur Labour Organisation in coal fields, lime stone quarries and iron ore mines during 1958 was 14,249 as against 12,278 during 1956. These workers have the right to join labour organisations of their choice and they are not segregated from the rest of the labourers.

**Labour Co-operative Societies**—According to the available information, the steps taken by certain State Governments to popularise and encourage the formation of Labour Co-operative Societies are. In Bombay, Forest Labourers' Societies have been given concession in the selection and allotment of coupes. They are also exempted from payment of security deposit and given loans at favourable interest rates. The State Government shares the profits and losses incurred by these societies. Small works are given to Labour Contract Societies without the formalities of inviting tenders, etc. Concessions like technical guidance, exemption from payment of security deposit, extension of financial assistance, loans for purchase of tools, etc., are also extended to them. In Kerala a scheme has been sanctioned for the organisation of Labour Contract Co-operative Societies. Minor works are given to these Societies at 5 per cent excess over the scheduled rates of cost of materials and labour and 25 per cent of the cost of works entrusted to these societies are granted to them as advanced by the co-operative banks. These societies are exempted from furnishing security deposit for the works and the earnest money to be deposited by them is fixed at the reduced rate of 1 per cent. of the amount of contract subject to a minimum of Rs 50. In Orissa, local works are entrusted to societies without calling for tenders. In this State the Government is a partner in as much as it provides working capital and loan share. The State Government also subsidises the forest Labour Contract Co-operatives. In Punjab, all unskilled works and skilled works of small value are allotted to co-operative societies only by way of tender with the ceiling rates fixed by the respective Superintending Engineers. Skilled works of limited value of the Public Works Department

(Electricity Branch) are allotted to the Labour and Construction Societies only by inviting tenders. In *Himachal Pradesh*, the societies are granted subsidies to strengthen their working capital under the First Five Year Plan of the Co-operative Department. In *Manipur*, minor works are awarded to such societies without calling for tenders (April 14, 1959).

**Progress made by Wage Boards**—The Cotton Textiles Wage Board has just concluded its hearing on the subject of wages of the lowest-paid operatives. The Sugar Wage Board is hearing the parties at various centres. The Cement Wage Board has begun its hearing from the 2nd April 1959. Requests for grant of interim relief which were received from workers in the sugar and cement industries were forwarded to the respective Wage Boards. The Sugar Wage Board has already recommended interim relief for workers. The Cement Wage Board proposes to discuss the matter at its subsequent meetings (April 14, 1959).

**Employees' Provident Fund Scheme**—A sum of Rs 20,18,641.12 nP representing contribution made both by employees and employers collected by the employers in *Uttar Pradesh* under the Employees' Provident Fund Scheme upto the end of December 1958, has not yet been deposited with the State Bank. The Central Government have instituted recovery proceedings, launched prosecutions and taken other suitable action against defaulters (April 14, 1959).

**Hospital for Mica Mines at Kalichedu**—A 14-bedded hospital for mica miners is under construction at an estimated cost of Rs 2,76,000 at Kalichedu, *Andhra* (April 14, 1959).

**Employment in Jute Mills and Automobile Factories**—The estimated number of persons employed in jute mills in India on the 31st December, 1958 was about 2,26,000, and those in Automobile factories on the 31st December, 1957 was 68,968 (April 14, 1959).

**Employees' State Insurance**—The amount collected by the employers as contributions from workers, but not made over to the ESIC under the Employees' State Insurance Act, 1948 was Rs 16,08,132 at the end of December 1958. Legal action had been taken for the recovery of an amount of Rs 12,75,614 up to the end of December 1958. (April 27, 1959).

**Craftsmen Training Programme**—Under the Craftsmen Training Programme as many as 26,109 craftsmen have so far been trained during the Second Plan Period. Of these, about 5,000 were trained in *Uttar Pradesh* and over 3,000 in *West Bengal*. About 25,000 more craftsmen are likely to be trained during the remaining period of the Second Plan. (April 27, 1959).

**Dispensaries for Mica Mines Labour in Rajasthan**—There are five mobile dispensaries under the Mica Mines Labour Welfare Fund in *Rajasthan*. Of these, four are not working at present for want of medical officers. All possible efforts to appoint doctors are being made. (April 30, 1959).

**Training—within—Industry Scheme**—An experiment based on the principles of 'Training Within Industry for Supervisors' was recently conducted in the Union Ministry of Labour and Employment. The Central Government has not taken any decision so far as to whether the scheme should be extended to all Central Government employees (April 30, 1959).



**Kerala Industrial Relations Bill**—It is proposed to discuss some of the provisions of the Kerala Industrial Relations Bill at the forthcoming session of Indian Labour Conference (April 21, 1959)

**Coal Mines Provident Fund**—The Government considered the recommendation made by the Board of Trustees of the coal mines Provident Fund that interest be allowed to the members of the Fund at 4 per cent for the year 1959-60 and have decided to fix the rate at Rs 375 per cent—the rate allowed by Central Government on all general provident funds for the year 1959-60. A higher rate cannot be sustained without encroachment on the balances in the Reserve. The income from investments made by the Employees' Provident Fund does not also permit granting of interest at a higher rate at present (April 21, 1959).

**Review of Working of Employees' State Insurance Scheme**—In pursuance of the recommendation made by the Standing Labour Committee at its meeting held in Bombay in October 1958, the Central Government have constituted a one-man Committee consisting of Dr A Lakshmanaswami Mudaliar, Vice-Chancellor of Madras University to review the working of the Employees' State Insurance Scheme (May 5, 1959)

**Introduction of Piece-Rate Scheme at Calcutta**—As the workers representatives in the Calcutta Dock Labour Board are opposed to the introduction of the piece rate scheme contained in the Jeejeebhoy Piece-Rate Review Committee, the same has been put in abeyance. (May 5, 1959)

**Labour Information Service Scheme in Delhi**—It is proposed to set up a Labour Information Centre which will serve as a Library-cum-Reading Room. Information on current labour topics will also be available in the centre (May 5, 1959)

## LOCAL PRODUCTIVITY COUNCILS

**Organisation and Finances**—Local Productivity Councils (LPCS) established so far and the ones intended to be established in future will be autonomous bodies having their own constitution and finances. They are to be registered like National Productivity Council (NPC) as Societies under the Societies Registration Act. It is envisaged that they will be affiliated to the NPC and that they will chalk out their programmes in collaboration with it. The NPC will render financial assistance to each of the LPCS in the form of matching grants equal to the income derived by an LPC from its membership subscriptions. The membership subscriptions will thus determine the size of the programme that an LPC will be able to organise. The executive authority of the LPC vests in a Governing Body, which may have membership of fifteen or a suitable number. One fifth of the members of the Governing Body will be representatives of Government, one fifth of employers, one fifth of labour and the remaining two-fifths representatives of various other interests including technicians, consumers, institutions, scholars etc. Members of the Governing Body will be elected annually by the general body and parity is required to be maintained between the employers, labour and the Government in the Governing Body. The Governing Body will elect the President and two Vice-Presidents one of whom will be an employer and the other a representative of workers.

**Objects**—The main objectives of the LP Councils are to: (i) increase productivity in all spheres, (ii) stimulate and promote productivity consciousness (iii) promote the establishment of cordial relations between employees and employers, (iv) actively associate with other organisations whose objectives are similar to those of Local Productivity Councils, (v) enrol various categories of members and afford them the benefits of productivity projects etc, and (vi) to organise such other activities as are conducive or incidental to the attainment of increased productivity.

**Programme**—The programme envisaged for LPCS includes, besides others, activities such as (i) dissemination of productivity information, (ii) organisation of productivity projects and training courses including implementation at the local level of the productivity training and projects initiated by NPC, (iii) initiation and execution of productivity research projects in existing institutions and organisations, (iv) organisation of inter-plant visits to aid productivity by promoting a free flow of higher efficiency techniques and methods throughout the industry, (v) exhibition of informative and instructive productivity films and film strips, (vi) sponsoring of Joint Consultative Councils at plant level, and (vii) formation of Joint Consultative Councils/Committees.

Local Productivity Councils of the types envisaged above have already been established in Madras, Bombay Coimbatore, Bangalore, Kolhapur and Kerala. Efforts are being made to set up twenty more such councils in the different industrial centres in the country.

#### EMPLOYEES' STATE INSURANCE SCHEME

The Employees' State Insurance Corporation at its meeting held on 1st April, 1959, decided to grant the concession of sickness cash benefits at half the normal rates for an extended period of 18 weeks and medical care for a further period of about one year beyond the normal period of entitlement to insured persons suffering from leprosy, cancer and mental diseases. Such concessions are already available to insured persons suffering from T.B. The Corporation also approved amendments to the Employees' State Insurance (General) Regulations to provide protection to insured persons suffering from leprosy, cancer and mental diseases against dismissal or discharge by employers up to a period of one year. Such protection is given for a period of six months in case of employees suffering from other diseases. The Corporation also decided to provide at its cost artificial teeth to insured persons who lose their teeth as a result of employment injury.

#### PROGRESS OF SMALL INDUSTRIES PROGRAMME

According to a report on the programme and progress of Small scale industries issued by the Ministry of Commerce and Industry loans on easy terms of interest and repayment amounting to about Rs 7 crores have been disbursed during the past three years to about 13,000 small industrial units and to 400 industrial co-operatives. This is in addition to loans worth Rs 2.6 crores sanctioned by the State Financial Corporations and an equal amount advanced by the State Bank of India. The Central Government sanctioned about Rs. 11.26 crores to State Governments for implementation of their small industries scheme during the last three years. A sum of Rs 47 crores

have been provided for this purpose in the current year's budget. Fifteen Small Industries Service Institutes have been set up in each of the States including the Union Territory of Delhi to provide technical guidance and assistance for setting up and running small industrial units. Over 11,500 small entrepreneurs have so far been provided technical guidance, etc., by these institutes. Fourteen extension centres have already started working under these institutes and 48 more have been planned. Over 2,200 machines valued at Rs 1.84 crores have been delivered to small scale industries under the nire-purchase programme for supply of machinery to small units. Contracts from Government purchasing departments for stores valued at over Rs 3 crores have been secured by the National Small Industries Corporation. Products worth Rs 25 lakhs produced by small industrial units have been sold by the Corporation. Thirty-two Industrial Estates have been completed of which 25 have been occupied by the small industrialists. Ninety-six such Estates, at a total cost of 11 crores are expected to be completed by the end of this year and they are likely to provide accommodation for 3,600 factories and employment to about 50,000 persons. Over 100 model schemes for manufacture of different items have been finalised. Training is also imparted at a number of institutes in different aspects of business and management. Workers engaged in small scale units are also given training through part-time courses organised by service institutes and extension centres. Training is also imported through 47 mobile vans operating all over the country and over 18,000 artisans have been trained in the operation of the machines.

#### RAJASTHAN LABOUR ADVISORY BOARD

The fifth meeting of the Rajasthan Labour Advisory Board was held on the 6th and 7th April 1959 at Jaipur. Reviewing the achievements of the Labour Department Shri Badri Prasad, the Labour Minister of Rajasthan said during the past one year two important Acts namely, the Rajasthan Shops and Commercial Establishments Act, 1958 and the Industrial Disputes (Rajasthan Amendment) Act, 1958 had been enacted and had received the President's Assent. Rules under these Acts were being framed and would be enforced in every town of Rajasthan having a population of 10,000 or more. He added that a number of disputes had been solved by mutual agreements and it had been the endeavour of the Labour Department to resolve all industrial disputes in the State in this manner. Steps had also been taken to determine the minimum wages under the Rajasthan Minimum Wage Act, and it might be possible to apply such rates to all industries as early as possible. A committee to reconsider the rates of wages of Agricultural Labour had been set up and its report would be submitted to the Government shortly. Regarding the labour welfare work so far done in the State he said that two new labour welfare centres had been started at Jamsar and Jawar mines increasing the total number of such centres in the State to 22. Under the labour housing scheme a total of 1,122 houses had already been constructed and most of them allotted to labourers. About 27,000 workers had been receiving the benefit under the Employees' State Insurance Scheme. Twelve Employment Exchanges were working in the State and a scheme for providing technical advice had been started at important centres. Stressing the importance of discipline in industry he exhorted the employer's and workers to act in accordance with the Code of Discipline adopted in the last meeting of the Board.

The meeting of the Board concluded on the 7th April and various important decisions were taken. It was decided that Works Committees should be formed in all industrial units and unanimous decisions of the Works Committees should be implemented by the employers. It was also decided that Works Committee would act as productivity committees to individual industrial unit. The scheme of training of workers in labour laws and a refresher course of three weeks' duration for trade union workers were approved by the Board. All the trade unions and industrial units in the State had been requested to ratify and follow the Code of Discipline in both letter and spirit. The Board generally agreed with the Grievance Procedure laid down by the Indian Labour Conference. It is to be adopted in the public sector and in other industrial concerns. The Board also agreed to adopt the principles of voluntary recognition of trade unions in all public sector undertakings.

#### MEMORANDUM OF SETTLEMENT BETWEEN THE TATA IRON AND STEEL COMPANY LTD, JAMSHEDPUR AND TATA WORKERS' UNION

The agreement concluded between the Tata Iron and Steel Company and the Tata Workers' Union in January 1956 provided that the two parties would negotiate revised wages and emoluments for certain categories of workers etc., after completion of the expansion of the company's plant and of the job evaluation programme. In pursuance of this proviso the parties carried on negotiations which did not succeed. But they agreed to refer the matter to the Conciliation Officer, whose advice was accepted specially in view of the need to maintain good industrial relations and industrial peace. The settlement was signed by the parties on 18th February 1959 and it came into force with effect from 1st April 1959. Important provisions of this settlement are summarised in the following paragraphs:—

(1) *Wage Structure*—The existing wage structure of daily-rated employees and of certain other categories of workers has been rationalised and simplified. The revised structure consists of 27 basic grades—the lowest grade is from Rs. 1.06 to Rs. 1.26 and the highest, from Rs. 10.31 to 12.50. The emoluments will, after April 1959, consist of: (a) a basic wage, consolidated dearness allowance and an incentive bonus in the case of personnel who are at present in receipt of production and maintenance bonus, and (b) a basic wage and consolidated dearness allowance in the case of those who are now getting service bonus. The production, maintenance and service bonuses, whose averages in the past were 55.3 per cent, 45.3 per cent and 15.1 per cent respectively, of the basic wages have now been merged with and form part of the revised basic wage structure. With a view to liberalising and improving the emoluments, the company has agreed to increase these percentages to 63.1 in the case of production personnel, 53.1 for maintenance personnel and 17.7 for service personnel. The good attendance bonus hitherto given has also been merged in the revised wage structure. The company has also agreed to increase the existing basic wages which will amount to an average of about 15 per cent. As a net effect of all these changes the lowest grade of the daily-rated employees which was in the range of Re. 1 to Rs. 1-2-0, has now been revised to Rs. 1.90 to 2.18.

(ii) *Dearness allowance*—The existing dearness allowance, food rebate and emergency bonus have now been replaced by a consolidated dearness allowance based on a slab system. Under the revised system the minimum consolidated dearness allowance of the lowest-paid employee will be Rs. 45/- p.m. as against Rs. 37/- paid in the past.

(iii) *Incentive Bonus—Production Departments*—For daily-rated staff in the production departments the incentive bonus will be paid on the basis of the revised basic wages. The monthly-rated staff whose incentive bonus was hitherto linked to the bonus earnings of workers under them, will in future be related to the average performance of the worker concerned.

*Maintenance Departments*—The incentive bonus for daily and monthly rated staff of the maintenance departments will, in future, be linked to the revised basic wages.

(iv) *Annual Bonus for 1958-59 and Job Evaluation*—It has been agreed in respect of these matters that there should be further negotiations between the company and the union.

(v) *Housing and Other Amenities*—Under the agreement of January 1956 the company had agreed to construct 2,000 quarters by 31st March 1959. Of these 1,200 could not be constructed on account of various unavoidable reasons. The company has now agreed to complete the same by 31st March 1960, and to construct another 1,000 quarters by the end of 1961-62. The company also has agreed to improve the existing hospital facilities further by adding to the hospital accommodation. It has also been provided in the settlement that the company would further improve the conditions in *Bustee* areas under its jurisdiction.

#### SETTLEMENT BETWEEN THE REPRESENTATIVES OF THE INDIAN SUGAR MILLS ASSOCIATION, BIHAR BRANCH AND THE INDIAN NATIONAL SUGAR MILL WORKERS FEDERATION.

A settlement was arrived at on the issue of bonus between the representatives of the Indian Sugar Mills Association, Bihar Branch and the Indian National Sugar Mill Workers Federation on the 23rd March 1959 at Calcutta. According to it, the sugar factories in Bihar having labour unions affiliated to the Indian National Sugar Mill Workers' Federation would pay bonus for the year 1957-58 at 65 per cent of the normal rates of bonus. The normal rates of bonus were two annas per md. on production of sugar over 1 lac mds. and upto 2 lac mds, four annas per md. on production 2 lac mds. and upto 3½ lac mds. and six annas per md. on production over 3½ lac mds. and upto 5 lac mds. No bonus was payable if production did not exceed one lakh mds. The amount of bonus would be paid by the Factories by the end of April 1959 or before the closing of the crushing season, whichever was earlier, but in no case earlier than 7th April 1959. It was also agreed that if any factory wanted exemption from the payment of bonus owing to losses, meagre profits or uneconomic working, it should apply, by the 10th April 1959, to a tripartite committee consisting of one representative each of the Association and the Federation whose decision would be binding on both the parties. The Committee would dispose of all cases of exemption as early as possible and in any case within two months from the date of the settlement.

## NEWS IN BRIEF

**Technical Assistance Programme of the I.L.O.**—Prof. J. H. Richardson, a British Expert on industrial relations, whose services were made available to the Government of India under the Technical Assistance Programme of the I.L.O. for a period of six months has completed his assignment and submitted his report to the Central Government after making a comprehensive survey of industrial relations problems in India. He has, it is understood paid special attention, in his report, to ways of promoting collective bargaining and improving the machinery for adjudication. He has dealt with such questions as annual bonus and merging of basic wage with dearness allowance and also made recommendations on development of labour-management co-operation and on strengthening of industrial relations services of the Labour Ministry.

**Pay-Roll Savings scheme in the Textile Mills in Ahmedabad.**—According to Shri A. N. Buch of the Textile Labour Association of Ahmedabad the Pay-Roll Savings Scheme was in operation in 26 mills in Ahmedabad covering more than 3,000 employees.

**Employment Exchanges.**—As many as 17,860 persons were placed in employment during March 1959 by the Employment Exchanges as against 19,966 during February 1959. Of those placed in employment, 4,412 were employed in the Central Government, 8,800 in State Governments, 2,662 in quasi-Government establishments and local bodies and the rest under other employers. The number of employers who utilised the services of the Exchanges in March was 6,876 as compared with 6,743 during February. The number of vacancies notified by them to the Exchanges increased from 27,885 in February to 33,641 in March. The number of persons registered with the Exchanges and the number of persons who sought employment assistance were 1,63,386 and 12,17,650 respectively.

**Employment of displaced persons during February 1959.**—Out of 408 displaced persons who were placed in employment during February 1959, 274 were migrants from East Pakistan, 134 from West Pakistan. The number of displaced persons who were on the Live Register of Exchanges was 45,095 by the end of February 1959. The corresponding figure for the previous month was 44,734.

**Development Council for Automobile Industry.**—The Government of India have decided to set up a Development Council for Automobiles, Automobile (Ancillary) and Transport Vehicle industries including scooters, motor cycles, auto-rickshaws, three wheelers and other passenger as well as traffic carrying vehicles. The functions of the committee include study of measures for promoting the development of industries on sound lines and recommending them to Government.

**Bharat Darshan for Coal Miners.**—A 15-day 'Bharat Darshan' tour was organised for 500 coal miners by the Coal Mines Labour Welfare Fund during April 1959 as part of its welfare activity. During their tour the miners are scheduled to visit the various development projects and places of importance in the country.

**Provident Fund Scheme for Motor Transport Workers.**—Twenty-one thousand workers employed in about 215 establishments in private sector and 82,000 workers working in 83 establishments in the

public sector are likely to get benefit of provident fund under the Employees' Provident Funds Act, 1952 which has been made applicable to motor transport establishments employing 50 or more persons, with effect from 30th April 1959.

**I.L.O Industrial Committee on Coal Mines**—The Seventh Session of the I.L.O Industrial Committee would be held at Geneva from the 27th April to the 8th May 1959. The Committee is to discuss among others principles and methods of wage determination, labour management relations and recent developments in coal mining industry.

**Central Committee on Employment**—The first meeting of the Central Committee on Employment is scheduled to be held at New Delhi on the 25th May 1959. The Committee will discuss several important matters such as employment situation in the country, outlook of employment under the Third Five Year Plan, working of the National Employment service particularly progress made since the transfer of day-to-day administration of the employment service to the States, progress in regard to man-power and employment schemes and also problem of employment of workers rendered surplus or threatened with retrenchment. Another matter to be considered by the Committee is how to strengthen the sources of employment market information.

**Nagpur Model Mills**—In exercise of the powers conferred by Section 15 of the Industries (Development and Regulation) Act, 1951 the Central Government have ordered an investigation into the affairs of M/s Model Mills Nagpur Ltd., Nagpur.

**Advisory Committee for the Pilot Employment Exchange at Raniganj**—The Government of West Bengal have constituted an Advisory Committee for the Pilot Employment Exchange at Raniganj. The Committee will advise the Directorate of National Employment Service on all matters relating to employment, employment counselling and vocational guidance etc. within the area. The term of office of the members of the Committee shall be two years from the 13th March 1959.

**Bihar State Wage Board**—The Government of Bihar have promulgated the Bihar Wage Board Rules, 1959. The functions of the Board are (i) to initiate enquiries and collect data on wages and related subjects, (ii) to recommend increase or decrease in wage rates, (iii) to apply the norms of wage policy as evolved in the Central and State Advisory Boards and (iv) to perform such other functions as are necessary for executing the policy regarding wages.

**Criteria laid down by Government of Bihar for recognition of trade unions**—By its resolution dated the 11th March 1959 the Government of Bihar have published the principles to be followed in dealing with the question of rival trade unions and their recognition\*. These were adopted by Bihar Central (Standing) Labour Advisory Board. Important amongst these are as follows—(i) where there is only one registered union in an industry or establishment, that union must be recognised by the employer, (ii) where there are several unions in industry or establishment the one with the largest membership must be recognised and (iii) *status quo* should be maintained in the case of unions which are at present registered and recognised unless their registration is cancelled by the Registrar of Trade Unions, etc.

\*Vide Supplement to the Bihar Gazette April 15, 1959, pp.238-39.

*Women workers in Jute Industry*—In pursuance of the decisions of the First Industrial Committee on Jute held at Calcutta on the 1st and 2nd August 1958, the Government of West Bengal has constituted a three-member Committee (excluding the Secretary) for conducting an enquiry into the causes of reduction in the number of workers employed in the jute industry and for suggesting measures for safeguarding the employment interests of such women workers.

*Works Committees in Kerala during 1958*—The number of undertakings which were required to constitute works committees under the Industrial Disputes Act, 1947 was 287 at the end of 1957. Of these, 76 had established such committees. Nine committees ceased to function and seven were newly constituted during 1958. Thus 74 works committees were in existence at the end of 1958.

## FOREIGN

### THE WORKERS' SHARE IN MANAGEMENT AND PROFITS IN LUXEMBOURG\*

The first steps in the direction of profit sharing and workers' representation in Luxembourg were taken by the employers of the iron and steel industry at the beginning of the present century while profit sharing was and has remained voluntary, participation in management has been made possible by State regulations introduced shortly after the First World-War. Strictly speaking there is at present no true co-management in Luxembourg, where the system adopted is not as bold as those that have been tried out in a number of neighbouring countries. Nevertheless, the workers are officially represented at many levels. In spite of the system being still in an experimental stage, the degree of industrial peace in Luxembourg is remarkable and it is due to the relatively high rates of wages and the existing satisfactory arrangements for workers' representation and profit sharing. Salient features of these systems are given below.

*Workers' Committees*—Manual workers, salaried employees in private employment and the personnel of the Luxembourg National Railways have the right to appoint representatives in their dealings with management. In undertakings consisting of several establishments the basic unit is the workers' committee for the establishment or the *Main Committee*. *Branch Committees* also exist at sectional or departmental levels which function as agents of the main committee. The *Central Committee* for the whole undertaking consists of representatives of the main Committees and obviously is not a directly elected body. For salaried employees while statutory provision exists only for a Committee in each establishment, in fact there is a Central Committee which deals with the more important issues.

These Committees are not joint bodies, they are organs of staff representation elected either by a majority vote (for private employees) or by a system of proportional representation based on trade

\*Summary of an article of the same title in *International Labour Review*; Vol. LXXVIII, No. 6, pp. 575—584.



union lists (for manual workers and railway personnel) and they hold meetings at regular intervals with the departmental head (branch committees), the manager of the establishment (main committees) or the management board of the undertaking (central committees). Each committee elects from among its own members a Chairman and Secretary—these being the leading members. In the iron and steel industry the workers' committees have permanent office in the works, and in these offices a member of the committee appointed by it and paid by the undertaking is available on all working days to give consideration to the workers' wishes and complaints and to approach the supervisors if the need arises.

The functions of three types of committee are much the same and these briefly given below for the manual workers' committees.

These committees act in furthering co-operation between employers and workers and settlement of matters of common concern in accordance with law. Matters relating to wages, bonuses or conditions of work, housing allowances, etc., are normally discussed in the meetings of these committees. The agreements reached between the management and the committees aim to supplement the collective agreements which determine general conditions of work for all the workers in a particular trade. The main workers' committee must be consulted in connection with the drafting and amendment of works regulations and the fixing of leave periods and must also be informed of the reasons for all dismissals without notice. It also collaborates in the framing and operation of apprenticeship schemes. The workers' committee also appoints one of its members to act as safety representative. Every two weeks the safety representative inspects the factory with the head of the undertakings or his deputy. The committees also take part in the running of voluntary welfare institutions in the undertaking, and helps in securing re-employment of disabled and injured workers. Under a recent collective agreement for the iron and steel industry, the three big firms undertook to convene meetings of their central committees at regular intervals to keep them posted of the state of affairs. These information meetings are an important innovation and make workers' committees more similar to joint works councils. Under the same agreement the committees are to be informed of the appointment of charge-hands and to be consulted before any dismissal—including large-scale dismissals or the laying-off of labour for short periods as well as in connection with the reduction of piece-rates or output bonuses. The committees appoint the workers' members of a joint board which is responsible for supervising apprenticeship and expressing opinions on proposed reforms. Thus, a Central workers' committee has very great influence in welfare matters, but in the economic field, it has no more than a right to be kept informed.

*Profit Sharing in the iron and steel industry*.—No statutory provisions compel employers to give the workers a share in the profits of undertakings. The collective agreements providing for such payments by employers emphasise their voluntary character. These bonuses are paid only if the undertaking has made a profit and if a dividend is paid to shareholders, and is more or less proportionate to total amount paid out as dividends. As a rule, it is fixed by the employer exclusively. The amount of individual bonus depends on a number of factors,

such as the wage rate, length of service, number of dependants, and to a smaller extent good attendance and keenness at work. A bonus is even paid after retirement and as well as to the widows and orphans of deceased workers provided the employee concerned was employed by the undertaking for a certain length of time.

It is also traditional in the iron and steel industry to set aside a certain fraction of the profits every year for the undertakings welfare facilities such as rest homes nurseries, scholarships for the workers' children, housing at concession rates, savings books and other gifts for workers with a considerable length of service. If possible, the undertakings finance these activities, etc., out of running costs. In all cases these payments are voluntary, and in so far as they depend on the profit made by the undertaking they can be regarded as a form of collective or indirect profit sharing.

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest published in periodicals received recently in the Labour Bureau are mentioned below:—

*West Bengal Labour Gazette* (West Bengal Government Press, Publication Branch, 38, Gopalnagar Road, Calcutta-27)—January 1959—Joint Consultation in Industry

*Monthly Labour Review* (United States Government Printing Office, Division of Public Documents, Washington 25 D.C.)—February 1959—Economic Considerations in Wage Determination

*Labour Gazette* (Office of the Commissioner of Labour, Framji Cawasji Institute Building, Dhobi Talao, Bombay-2), February 1959—Moffusil Labour and Wages in Bombay State

*The Indian Worker* (17, Janpath, New Delhi), February 8, 1959—(i) Role of Trade Unions in India, (ii) Child Labour in India

*Ceylon Labour Gazette* (Department of Labour, Lower Lake Road, Colombo-3), March 1959—Special Statutory Provisions covering the Employment of Women in Ceylon

*Ministry of Labour Gazette* (H.M. Stationery Office, York House, Kingsway, London, W.C. 2), March 1959—Efficient Use of Manpower

*The Manager* (Management House, 80 Fetter Lane, London, E.C. 4), March 1959—Training of Labour for Skilled Work

*Capital* (5, Mission Row, Calcutta), April 19, 1959—Productivity and Labour.

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N.B.—1. For Scope and Limitations of the Statistics presented, kindly see the January, 1959 issue of the Indian Labour Gazette.

2 The following symbols have been used throughout the Tables.

— Not available.

-- Nil or Negligible.

(R) Revised.

(P) Provisional.

# Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957 (P)	1958 (P) First half
Andhra	2,04,339	1,97,440	2,13,437
Assam	74,698	72,415	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay	10,51,878	10,73,944	9,88,928
Jammu & Kashmir	5,176	..	..
Kerala	1,63,196	1,55,315	1,10,683
Madhya Pradesh	1,68,176	1,54,738	1,53,697
Madras	3,07,665	3,24,617	3,12,166
Mysore	75,103	1,12,618	..
Orissa	22,614	24,730	24,984
Punjab	91,083	99,147	86,878
Rajasthan	44,832	47,433	50,834
Uttar Pradesh	2,73,537	2,82,087	2,76,532
West Bengal	6,82,297	6,88,092	6,71,478
Andaman & Nicobar Islands	3,835	2,808	2,562
Delhi	51,075	57,337	57,236
Himachal Pradesh	1,054	1,175	1,307
Manipur	298	..	..
Tripura	1,901	1,033	1,473
Total	34,01,599		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu & Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 First half for which such estimated figures were not available.

Source—Chief Inspector of Factories, State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Adminis- trative and Executive	Clerical	Skilled and Semi- Skilled	Un- skilled	Total
1	2	3	4	5	6
December 1957	68,434	2,32,029	1,47,428	2,41,360	6,89,251
January 1958	68,660	2,33,375	1,49,008	2,41,486	6,92,529
February 1958	68,125	2,34,427	1,52,347	2,38,843	6,93,743
March 1958	69,632	2,33,689	1,50,586	2,40,593	6,94,500
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,95,803
May 1958	70,365	2,35,810	1,50,124	2,41,338	6,97,637
June 1958	70,950	2,36,207	1,52,667	2,43,434	7,03,258
July 1958	71,553	2,37,531	1,53,231	2,42,971	7,05,285
August 1958	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,56,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,57,961	2,43,211	7,12,553
November 1958	73,061	2,39,193	1,57,423	2,42,844	7,12,521
December 1958	73,801	2,39,577	1,57,410	2,43,471	7,14,259

Source—Directorate General of Recruitment and Employment.

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING FEBRUARY 1959

State	Total No of Work ers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Andhra Pradesh . . . . .	7,505	3,680	2,066	676	6,422
Bihar . . . . .	745	413	280	—	723
Bombay . . . . .	5,04,917	2,47,580	1,55,356	37,163	4,40,099
Kerala . . . . .	10,608	4,694	2,609	1,403	8,706
Madhya Pradesh . . . . .	51,785	21,434	16,686	3,820	44,940
Madras . . . . .	1,20,410	60,666	34,025	9,826	1,04,837
Mysore . . . . .	30,877	16,408	8,028	1,444	25,880
Orissa . . . . .	5,062	1,271	1,171	1,892	4,334
Punjab . . . . .	9,439	3,641	2,151	1,769	7,561
Rajasthan . . . . .	12,039	6,236	3,691	896	10,823
Uttar Pradesh . . . . .	53,503	21,891	15,650	8,800	46,330
West Bengal . . . . .	43,855	21,360	12,818	7,197	41,375
Delhi . . . . .	21,162	8,465	5,412	4,662	18,539
Pondicherry . . . . .	8,716	2,811	1,009	1,062	5,782
Total (February 1959) . . . . .	8,83,623	4,23,900	2,61,861	80,700	7,66,470
Total (January 1959) . . . . .	8,85,958	4,22,100	2,66,039	81,603	7,69,804
Total (February 1958) . . . . .	9,16,149	4,29,213	2,65,238	85,807	7,80,068
Average (1958) . . . . .	9,00,166	4,21,916	6,62,339	82,893	9,67,160

Source—Office of the Textile Commissioner (Ministry of Commerce &amp; Industry) Govt. of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

1	November 1958	October 1958	November 1957	Average 1957
2	3	4	5	
<i>Under Ground</i>				
Average Daily Number of Workers Employed	2,07,420	2,16,508	2,06,804	2,00,192
Total Number of Man-shifts Worked . . . . .	50,08,563	52,63,533	53,68,038	51,08,006
<i>Open Workings</i>				
Average Daily Number of Workers Employed	41,393	43,711	38,147	33,880
Total Number of Man-shifts Worked . . . . .	10,14,340	10,53,699	9,70,460	8,64,725
<i>Surface</i>				
Average Daily Number of Workers Employed . . . . .	1,15,639	1,17,913	1,13,775	1,15,604
Total Number of Man-shifts Worked . . . . .	27,95,357	28,69,304	29,44,884	29,50,657
<i>Total</i>				
Average Daily Number of Workers Employed	3,61,442	3,77,662	3,58,726	3,49,676
Total Number of Man-shifts Worked . . . . .	88,18,260	91,86,536	92,82,972	90,13,888

Source—Chief Inspector of Mines, Dhanbad

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING FEBRUARY 1959

State	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . .	3	1	5	4	13
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	13	12	73	95	109 (2)
Kerala . . . . .	1	—	5	7	13
Madhya Pradesh . . . .	1	3	9	6	19
Madras . . . . .	5	3	69	53	134 (4)
Mysore . . . . .	3	1	5	7	17 (1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	2	—	2	4	9 (1)
Rajasthan . . . . .	4	—	4	3	11
Uttar Pradesh . . . . .	7	1	8	7	24 (1)
West Bengal . . . . .	2	2	7	19	30
Delhi . . . . .	—	—	—	4	4
Pondicherry . . . . .	1	—	1	1	3
Total (February, 1959) .	47	24	191	211	482 (9)
Total (January, 1959) .	46	21	191	214	471 (9)
Total (February, 1958) .	34	37	191	206	470 (8)
Average (1958) .	41	33	182	213	469 (9)

N.B.—The figures in brackets relate to new mills not started working or mills working purely in staple fibre.

Source—Office of the Textile Commissioner, (Ministry of Commerce and Industry), Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN FEBRUARY 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State	No. of Weaving Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . . .	1	—	—	1	2
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	11	7	120	35	173
Kerala . . . . .	1	—	3	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	3	3	10	5	26
Mysore . . . . .	3	—	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	1	3	2	9
Uttar Pradesh . . . . .	5	—	4	8	17
West Bengal . . . . .	1	1	9	6	17
Delhi . . . . .	—	—	1	3	4
Pondicherry . . . . .	—	—	2	1	3
Total (February, 1959) . . . . .	39	14	172	68	293
Total (January, 1959) . . . . .	37	16	171	69	293

N.B.—The figures in brackets relate to new mills not started working or mills working purely on staple fibre.

Source—Office of the Textile Commissioner, (Ministry of Commerce and Industry,) Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING MARCH 1959

State	No. of Exchanges at the End of the Month	No. of Registrations during the Month	No. of Applicants Placed in Employment during the Month	No. of Applicants on the Live Registers at the End of the Month	No. of Employers Using the Exchanges during the Month	No. of Vacancies Notified during the Month	No. of Vacancies Being Dealt With at the End of the Month
1	2	3	4	5	6	7	8
Andhra	19	10,215	1,199	82,354	509	1,818	3,691
Assam	11	7,557	211	19,877	83	403	1,930
Bihar	19	8,211	734	66,947	238	1,345	7,121
Bombay	32	24,673	2,079	1,71,313	1,201	4,538	12,935
Delhi	1	7,389	715	58,023	270	1,121	2,083
Himachal Pradesh	2	754	68	3,166	33	154	25
Jammu & Kashmir	2	79	2	243	4	48	72
Kerala	9	7,782	715	1,33,661	243	753	1,603
Madhya Pradesh	15	9,912	1,258	44,741	562	3,674	8,571
Madras	13	15,747	2,230	1,17,353	918	2,765	2,117
Manipur	1	673	51	6,399	12	137	417
Mysore	8	5,409	585	43,127	277	1,052	3,225
Orissa	9	4,176	430	19,329	168	977	2,317
Pondicherry	1	244	10	2,129	6	19	139
Punjab	18	13,509	2,131	50,713	742	3,702	3,636
Rajasthan	12	5,952	1,003	29,702	452	1,820	3,725
Tripura	1	549	54	2,407	20	73	156
Uttar Pradesh	33	29,248	3,455	1,51,959	893	6,721	8,211
West Bengal	17	16,307	932	2,13,645	263	2,319	6,536
Central Establishment co-ordination office	—	—	—	—	91	371	1,560
Total (March 1959)	223	1,63,356	17,860	12,17,650	6,876	33,641	70,623
Total (February 1959)	216	1,53,513	19,966	12,10,523	6,664	27,885	63,702
Total (March, 1958)	197	1,47,713	17,482	9,31,749	6,012	29,039	48,351
Average (1958)	212	1,53,657	19,443	11,67,999	6,485	30,407	64,680

Source—Directorate General of Resettlement and Employment.



TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING MARCH 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra . .	340	3,274	21,451	4,451	2,920	40,680	6,229	82,354
Assam . .	55	1,283	2,246	57	435	15,321	480	19,877
Bihar . .	434	8,032	9,654	555	2,016	13,949	2,307	66,047
Bombay . .	1,077	9,225	52,895	6,574	7,114	82,124	12,430	1,71,313
Delhi . .	1,357	5,315	14,822	2,855	8,018	23,211	2,445	58,023
Himachal Pradesh	10	155	259	275	71	2,149	221	3,166
Jammu & Kashmir	2	17	80	21	6	104	13	243
Kerala . .	647	9,236	47,563	5,619	3,953	63,501	2,942	1,33,661
Madhya Pradesh	281	6,198	7,110	5,140	1,617	22,331	2,064	44,741
Madras . .	383	6,214	28,151	8,427	4,012	66,147	4,010	1,17,313
Manipur . .	67	315	641	1,220	25	2,860	1,262	6,390
Mysore . .	446	3,424	11,891	4,728	1,644	19,489	2,165	43,127
Orissa . .	247	4,163	3,222	353	462	8,894	1,988	19,329
Pondicherry . .	3	110	270	195	76	1,363	112	2,129
Punjab . .	483	3,197	9,958	3,672	3,599	26,976	2,828	60,713
Rajasthan . .	296	1,030	5,346	4,083	1,451	15,656	1,880	29,762
Tripura . .	7	186	150	456	94	1,053	981	2,807
Uttar Pradesh . .	1,280	13,775	45,669	2,113	9,815	72,729	6,558	1,51,939
West Bengal . .	1,626	20,999	45,460	487	3,589	1,24,295	6,889	2,13,645
Total (March, 1959).	9,007	66,150	3,09,968	51,261	50,317	6,43,174	57,773	12,17,650
Total (February, 1958).	9,261	95,309	3,14,293	51,628	47,243	6,36,497	56,292	12,10,523
Total (March, 1958).	5,343	71,717	2,58,140	40,344	38,155	4,72,321	45,729	9,31,549
Average (1958) . .	7,418	78,326	2,87,278	54,662	38,925	5,32,435	50,132	10,49,156

Source—Directorate General of Resettlement and Employment.

TABLE 9--TRAINING STATISTICS DURING MARCH 1959

State	No. of Centres at the end of the Month	Number of Persons Undergoing Training at the End of the Month				
		Vocational		Technical*	Apprenticeship*	Total
		Men	Women			
1	2	3	4	5	6	7
Andhra . . . . .	9	16	27	2,044	—	2,087
Assam . . . . .	2	68	—	171	—	239
Bihar . . . . .	6	101	—	1,669	—	1,770
Bombay . . . . .	13	13	16	2,174	—	2,203
Jammu & Kashmir	2	31	—	96	—	127
Kerala . . . . .	4	—	—	1,280	—	1,280
Madhya Pradesh	8	40	—	1,479	—	1,519
Madras . . . . .	9	—	87	1,601	—	1,778
Mysore . . . . .	13	4	30	1,303	—	1,420
Orissa . . . . .	5	33	7	818	—	858
Punjab . . . . .	13	119	—	2,277	—	2,396
Rajasthan . . . . .	4	—	—	753	—	753
Uttar Pradesh . . . . .	12	264	381	3,898	—	4,543
West Bengal . . . . .	8	385	—	2,198	6	2,589
Delhi . . . . .	3	152	226	1,203	—	1,647
Himachal Pradesh . . . . .	2	11	18	164	—	193
Total (March, 1959)	113	1,217	792	23,381	6	25,420
Total (February, 1959)	122	1,160	751	21,943	6	23,860
Total (March, 1958)	179	1,214	657	15,042	630	17,543
Average (1956)	236	1,103	628	17,660	573	19,964

Source—Directorate General of Research and Employment

\*Includes women, if any

## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

State	1976		1937	
	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings (Rs.)*	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)
1	2	3	4	5
Andhra Pradesh . . . . .	55,414	591 9	81,811(1)	1,030 8(P)
Assam . . . . .	47,050	1,525 0	50,307	1,833 6
Bihar . . . . .	1,61,147	1,237 6	1,73,448	1,290 2
Bombay . . . . .	10,99,521	1,411 8	11,11,147	1,452 6
Kerala . . . . .	64,919	737 9	48,187	803 0
Madhya Pradesh . . . . .	33,236	982 4	78,201(P)	1,138 7(P)
Madras . . . . .	2,22,576	970 1	2,60,313	978 9
Mysore . . . . .	28,078	852 5	14,830	967 3
Orissa . . . . .	14,923	948 5	17,089	956 8
Punjab . . . . .	48,786	991 0	60,660	935 3
Rajasthan . . . . .	12,513	769 6	13,498	907 1
Uttar Pradesh . . . . .	2,32,312	1,014 1	2,60,180	1,077 5
West Bengal . . . . .	6,49,281	1,141 6	6,07,168	1,173 6
A and N. Islands . . . . .	2 609	688 8	1,845	637 1
Dolha . . . . .	67,761	1,466 9	72,268	1,493 4
Tripura . . . . .	643	854 3	575	933 0
All the above States . . . . .	27,56,830	1,186 8	29,07,600(P)	1,233 6(P)

\*Relates to re-organised States and exclude Railway workshops and factories belonging to groups Food, Beverages, Tobacco and Gins and Presses.

Source—Annual Reports on the Working of the Payment of Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

	November 1978	October 1978	November 1937	Average 1937
1	2	3	4	5
<i>Jharia</i>				
Basic Wages . . . . .	8 67	8 69	8 46	8 11
Dearness Allowance . . . . .	11 71	11 41	11 17	11 25
Other Cash Payments . . . . .	1 97	1 89	1 13	1 10
Total . . . . .	22 35	21 99	20 76	20 46
<i>Raniganj</i>				
Basic Wages . . . . .	8 08	8 47	8 18	7 64
Dearness Allowance . . . . .	11 16	11 11	10 77	10 41
Other Cash Payments . . . . .	1 99	1 79	1 23	1 28
Total . . . . .	21 23	21 37	20 30	19 33

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State	Dearness Allowance				
	Minimum Basic Wages	March 1979	February 1958	March 1958	Average 1978
	2	3	4	5	6
1	2	3	4	5	6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30 00	83 20	82 35	77 85	81 58
Ahmedabad . . . . .	29 00	87 69	83 45	60 61	75 31
Sholapur . . . . .	26 00	45 50	45 50	39 00	44 01
Baroda . . . . .	26 00	79 92	75 11	62 65	67 78
Indore . . . . .	30 00	59 06	59 06	56 06	55 17
Nagpur . . . . .	26 00	64 40	59 45	54 08	54 09
Madras . . . . .	26 00	58 31	60 19	53 81	55 84
Kanpur . . . . .	30 00	(P)62 81	62 07	52 66	58 48
West Bengal . . . . .	28 17	32 50	32 50	30 00	31 25

Source—Monthly returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Miners and Loaders		Output per Man shift for			
			All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons	Kilograms	Tons	Kilograms	Tons	Kilograms
1	2	3	4	5	6	7
November, 1958	1 20	1,219 26	0 61	619 79	0 42	426 74
October, 1958 . . . . .	1 15	1,178 62	0 59	599 47	0 41	416 58
November, 1957 . . . . .	1 16	1,178 62	0 62	629 95	0 43	436 90
Average 1957 . . . . .	1 14	1,160 84	0 61	619 79	0 41	416 58

Source—Chief Inspector of Mines, Dhanbad

**Industrial Disputes**  
**TABLE 14—BY STATES**

State	Starting During this Month			Continued from Previous Month			In Progress During the Month		
	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Total of Averages No. of Workers Involved	Man days Lost During the Month
Andhra	6	1,662(2)	5,113(2)	4	26(3)	26(3)	10	1,694(5)	5,090(5)
Bihar	11	3,242(1)	3,012(1)	2	646	930	14	3,833(1)	46,590(1)
Bombay	13	3,890	10,275	4	753	761	17	4,572	6,164
Kerala	7	687(1)	1,198(1)	1	270	270	8	792(1)	9,750(1)
Madhya Pradesh	16	19,775	42,631	2	48	48	18	19,013	33,883
Madras	8	2,740	3,217	2	21	32	9	2,340	18,004
Mysore	—	—	—	1	326	340	2	326	4,373
Orissa	—	—	—	—	—	—	—	—	—
Punjab	1	410	419	—	—	—	1	419	2,514
Rajasthan	10	1,801(1)	3,258	2	1,727	2,495	12	3,923(1)	22,519(1)
Uttar Pradesh	31	10,205(3)	51,194(3)	12	4,961	6,180	43	13,166(3)	1,28,873(3)
West Bengal	—	—	—	1	3,050	4,456	1	2,160	3,050
Delhi	—	—	—	—	—	—	—	—	—
Tripura	—	—	—	—	—	—	—	—	—
Total March, 1959	103	44,221(8)	1,21,605(11)	31	11,798(3)	15,544(3)	134	55,078(11)	2,79,346(11)
Total February, 1959R	96	30,311(3)	88,721(5)	32	10,690	11,773	128	39,870(4)	2,91,294(4)
Total March, 1958	133	59,859	1,14,149	33	33,706	33,796	166	89,909	8,47,931
(Monthly Average) 1958	124	70,972	1,39,290(P)	3	1,108	3,543	127	87,878(P)	6,49,799

N.B.—1. Returns not received from the States of Assam, Jammu & Kashmir, Orissa, Andaman & Nicobar Islands, Himachal Pradesh and Manipur.  
2. The figures given in brackets show the number of cases for which the relevant information is not available.  
Source — Monthly Returns of Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No of Disputes in Progress	Maximum No of Workers Involved	No. of workers Normally Employed in the Units Affected	Total Number of Man days Lost during		
				March, 1959	February, 1959R.	January, 1959R.
1	2	3	4	5	6	7
<i>O—Agriculture, Forestry, Fishing, etc</i>	8	2,490	4,439	11,825	10,765	18,172
Tea Plantations	3	1,339	2,691	10,603	18,830	17,897
Rubber Plantations	—	—	—	—	931	275
Plantations (Exact nature not yet known)	5	1,132	1,759	1,132	—	—
<i>1—Mining and Quarrying</i>	15	5,185	11,813	49,196	14,746	70,339 (1)
Coal Mining	9	4,034	10,600	36,334	10,032	8,091 (1)
Iron Ore Mining	3	595	628	8,335	3,528	5,076
Manganese	—	—	—	—	330	260
Gold	—	—	—	—	730	33,731
Others (Other Mining)	1	100	100	600	—	6,186
Stone Quarrying, Clay and Sand Pits.	—	—	—	—	—	8,800
Mica	1	231	254	1,737	120	433
Others (Non-metallic Mining and Quarrying not elsewhere classified)	1	215	225	2,150	—	792
<i>2 3—Manufacturing</i>	80	40,310 (8)	73,502 (7)	1,81,749 (8)	1,99,477 (4)	1,82,284 (4)
20 Food (except Beverages)	12	2,933 (6)	4,783 (5)	16,906 (6)	65,093 (4)	23,641
Grain Mill Products	—	—	—	—	138	599
Flour Mills	1	76	76	152	—	—
Rice Mills	7	80 (5)	80 (5)	1,170 (5)	933 (3)	393
Dal Mills	—	—	—	—	—	60
Sugar Mills	4	2,777 (1)	4,627	15,584 (1)	61,599	2,869

TABLE 15—contd.

1	2	3	4	5	6	7
Edible Oils (other than Hydrogenated Oils).	—	—	—	—	1,773 (1)	106
Others (Miscellaneous Food Preparations)	—	—	—	—	650	19,625
21. Beverages . . .	—	—	—	—	41	—
Others . . . . .	—	—	—	—	44	—
22 Tobacco . . .	6	8,973	9,019	38,291	1,952	11,913
Bidi Industry . . .	3	8,949	8,995	37,715	1,297	11,274
Others . . . . .	1	24	24	576	655	669
23. Textiles . . .	17	16,161	41,010	48,552	33,628	55,837 (2)
Cotton Mills . . .	12	13,593	38,367	24,479	23,470	31,339 (2)
Jute Mills . . . .	1	1,400	1,400	2,800	1,278	21,261
Silk Mills . . . .	1	17	17	51	—	—
Woollen Mills . . .	2	825	900	10,050	8,800	—
Others . . . . .	1	326	326	7,172	—	1,837
Coir Factories . . .	—	—	—	—	100	1,380
24. Footwear, other Wearing Apparel and Made-up Textile Goods.	—	—	—	—	198	28
Others . . . . .	—	—	—	—	198	28
25. Wood and Cork (except Furniture).	1	61	61	793	—	—
Plywood . . . . .	1	61	61	793	—	—
26. Furniture and Fixtures	3	357	380	312	6,169	—
27. Paper and Paper Products	—	—	—	—	—	1,725
Paper . . . . .	—	—	—	—	—	1,725
28. Printing, Publishing and Allied Industries.	1	38	45	19	100	299
30. Rubber and Rubber Products.	2	245	410	2,700	—	—
Others . . . . .	2	245	410	2,700	—	—

TABLE 15—contd.

1	2	3	4	5	6	7
31 Chemical and Chemical Products	7	1,807	7,205	10,607	13,715	6,534 (1)
Heavy Chemicals . . .	1	602	6,000	852	—	1,390
Others (Basic Industrial Chemicals)	—	—	—	—	—	1,354 (1)
Medicinal and Pharmaceutical Products.	1	900	500	6,000	12,000	1,000
Paints, Varnishes and Lacquers, etc	2	330	330	8,580	1,240	—
Matches . . .	—	—	—	—	—	100
Lac (including Shellac) .	1	250	250	2,250	—	—
Others (Miscellaneous)	2	125	125	1,925	475	2,650
33 Non Metallic Mineral Products (except Products of Petroleum and Coal)	6	531 (2)	589 (2)	10,051 (2)	13,207	26,042 (1)
Structural Clay Products .	2	31	69	31	—	1,220
Glass and Glass Products (except Optical Lenses).	2	520	520	10,020	10,030	8,490 (1)
Pottery, China and Earthenware	—	—	—	—	1,380	642
Concrete . . .	—	—	—	—	—	10,412
Mica Industries . . .	1	—	—	—	—	—
Others (Non metallic Mineral Products not elsewhere classified).	1	..	..	..	1,797	5,272
34. Basic Metal Industries	4	262	580	175	10,724	5,541
Iron and Steel . . .	1	158	158	5	1,733	5,280
Other Processes . . .	3	104	422	170	8,991	264
35 Manufacture of Metal Product (except Machinery and Transport Equipment).	6	1,816	1,816	35,116	33,488	37,700
36. Machinery (except Electrical Machinery).	9	2,456	2,742	4,333	501	692



TABLE 15—contd.

1	2	3	4	5	6	7
37. Electrical Machinery, Apparatus, Appliances and Supplies.	6	4,578	4,797	14,922	8,566	4,541
Electrical Machinery .	1	518	637	6,216	8,510	4,300
Telegraph and Telephone Workshops.	1	1,650	1,700	208	—	—
Electric Fans, Radiators and Other Accessories.	1	130	130	2,730	—	—
Storage Batteries .	1	680	730	170	—	—
Others . . .	2	1,600	1,600	5,600	56	41
38. Transport Equipment .	1	72	125	72	5,876	5,488
Ship Building . .	—	—	—	—	—	300
Motor Vehicles . .	—	—	—	—	2,378	2,728
Bicycles . . .	1	72	125	72	—	2,400
Others . . .	—	—	—	—	3,300	—
39. Miscellaneous . .	—	—	—	—	6,216	4,252
4—Construction .	4	1,356	2,600	901	42,057	43,163
Construction, Repair and Demolition of Buildings	3	1,346	2,650	821	1,106	37,785
Highways, Roads, Bridges, etc.	—	—	—	—	40,800	3,400
Railroads, Railway Road sheds, Bridges, etc.	—	—	—	—	151	—
Hydro-electric Projects .	1	40	40	80	—	228
Others . . .	—	—	—	—	—	1,750
5—Electricity, Gas, Water and Sanitary Services.	9	751 (3)	714 (6)	3,257 (3)	5,033	1,978 (1)
Electricity, Gas and Steam	—	—	—	—	1,300	—
Water Supply . .	—	—	—	—	74	—
Sanitary Services . .	9	751 (3)	714 (6)	3,257 (3)	3,459	1,978 (1)

TABLE 15—*concl'd.*

1	2	3	4	5	6	7
6—Commerce	3	77	129	28	18	90
Banks and Other Financial Institutions	1	77	129	28	18	90
7—Transport and Communication (other than Work Shops)	8	4,569	42,135 (1)	29,162	6,258	1,400 (3)
Railways . . .	1	545	1,511	832	—	—
Motor Transport . . .	2	224	224	5,320	4,744	600
Docks and Ports . . .	4	2,400	39,000 (1)	7,610	1,514	800 (3)
Others (Water Transport)	1	1,400	1,400	15,400	—	—
8—Services . . .	4	1,093	1,503	1,956	988	403
Government Services . . .	1	761	1,109	761	—	—
Educational Services . . .	1	118	153	531	354	17
Medical and Other Public Health Services.	—	—	—	—	—	126
Motion Picture Production, Distribution and Projection.	—	—	—	—	176	—
Restaurants, Cafes, Hotels etc.	1	64	100	64	8	—
Other Personal Services	1	150	150	600	450	260
9—Activities not adequately described.	3	158	164	1,272	2,972	2,673
Total . . .	131	56 019 (11)	1,37,149 (12)	2,79,346 (11)	2,91 294 (4)	3,19,924 (9)

*N.B.*—The figures in brackets show the number of cases for which the relevant information is not available

*Source*—Monthly Returns of Industrial Disputes.

TABLE 16—BY CAUSES AND RESULTS

(x) Number of Fresh Disputes  
 (y) Maximum Number of Workers Involved  
 (z) Number of Man-days Lost

(a) Number of Disputes Terminated  
 (b) Total of Average Number of Workers Involved  
 (c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in March 1959			Cause	Disputes Terminated in March 1959 by Result to Workers														
(x)	(y)	(z)		Successful			Partially Successful			Unsuccessful			Indefinite			Result not Known		
				(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
24	11,063 (4)	64,819 (4)	Wages and Allowances	3	8,032	24,100	4	318	7,210	3	449	930	10	2,223 (3)	15,631 (2)	2	34 (1)	88 (1)
11	2,773 (1)	8,118 (1)	Bonus	2	138	819	2	45 (1)	180 (1)	—	—	—	2	965	918	—	—	—
27	8,267 (3)	32,303 (3)	Personnel	1	500	19,000	4	503	2,080	9	4,121	10,017	6	2,502	18,707	6	25 (5)	876 (5)
6	622	3,079	Retrenchment	3	201	755	3	855	18,970	1	75	54	—	—	—	—	—	—
3	724	268	Leave and Hours of Work	1	10	30	—	—	—	1	680	170	1	34	68	—	—	—
26	20,800	69,703	Others	3	870	12,071	3	8,834	25,574	13	8,614	1,60,916	8	3,573	22,249	—	—	—
6	1,172	2,132	Not Known	1	128	4,608	—	—	—	5	1,132	1,132	1	350	11,550	—	—	—
103	44,221 (8)	1,60,228 (8)	Total	14	9,879	82,183	16	10,535 (1)	54,014 (1)	32	15,071	1,70,219	26	10,037 (3)	6,160 (3)	9	70 (6)	744 (6)

N. B.—The figures given in brackets show the number of cases for which the relevant information is not available.  
 Source—Monthly Returns of Industrial Disputes.  
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TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum No. of Workers Involved	Number of Fresh Disputes			
	March 1959	February 1959 (R)	March 1958	Average 1958
10 or more but less than 100	39	36	61	59
100 or more but less than 500	32	40	39	41
500 or more but less than 1,000	14	10	17	12
1,000 or more but less than 10,000	10	7	16	10
10,000 or more	—	—	—	1
Not Known	8	3	—	1
Total	103	96	133	124

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	March 1959	February 1959 (R)	March 1958	Average 1958
A day or less	38	34	48	44
More than a day up to 5 days	25	27	33	38
More than 5 days up to 10 days	6	10	11	14
More than 10 days up to 20 days	8	7	12	12
More than 20 days up to 30 days	8	4	8	6
More than 30 days	10	8	7	10
Not Known	1	—	—	—
Total	96	90	119	124

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man days Lost during a Dispute	Number of Terminated Disputes			
	March 1959	February 1959 (R)	March 1958	Average 1958
Less than 100	25	17	41	34
100 or more but less than 1,000	32	15	32	52
1,000 or more but less than 10,000	18	23	34	30
10,000 or more but less than 50,000	10	4	7	5
50,000 or more	1	—	5	2
Not Known	10	1	—	1
Total	96	90	119	124

Source :—Monthly Returns on Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State 1	Industry 2	March 1959 3	February 1959 4	March 1958 5	Average 1957 6
Bombay (a)	Cotton Mill Industry	7.0	6.7	8.0	7.1
Ahmedabad (a)	"	6.7	6.2	8.0	6.8
Sholapur (a)	"	19.2	16.2	13.1	16.0
Kanpur (b)	"	..	..	12.9	13.0
Kanpur (b)	Leather Industry	..	..	10.6	10.0
Kanpur (b)	Woolen Industry	..	..	11.0	8.5
Bombay (a)	Engineering	14.5	14.0	15.5	14.6
West Bengal (c)	"	10.5	11.3	12.4	12.5
Coal Fields (d)	Coal Mining— Under Ground	14.2 (Nov. 58)	13.7 (Oct 58)	13.5 (Nov 57)	14.8
	Open Working	14.1 (Nov. 58)	13.9 (Oct 58)	14.8 (Nov 57)	16.5
	Surface	9.7 (Nov. 58)	9.4 (Oct 58)	10.1 (Nov. 57)	10.6
	Over All	12.8 (Nov. 58)	12.4 (Oct 58)	12.6 (Nov 57)	13.7

Source: (a) Government of Bombay, Deputy Commissioner of Labour (Administration).

(b) Employers' Association of Northern India, Kanpur.

(c) Government of West Bengal, Labour Commissioner.

(d) Chief Inspector of Mines, Dhanbad.

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING FEBRUARY, BY CAUSES

Industry	Sickness or Accident	Percentage of Absenteeism due to			
		Social or Religious causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk . . . . .	—	—	8.4	13.5	21.9
Cotton . . . . .	2.4	1.4	6.9	11.4	22.1
Woolen . . . . .	0.8	—	8.3	6.9	15.0
Engineering . . . . .	2.3	2.4	6.0	2.9	13.6
Manufacturing (Others) . . . . .	2.3	0.7	6.6	1.3	10.9
Oil . . . . .	1.8	1.1	3.0	1.4	7.6
Coffee . . . . .	3.0	5.0	4.0	4.4	16.1
Mining . . . . .	4.1	—	3.9	3.4	11.4
Sugar . . . . .	2.0	2.8	6.3	0.1	11.2
Tobacco . . . . .	14.8	—	7.6	0.5	22.9
Cement . . . . .	0.9	—	6.6	11.8	19.3
Miscellaneous . . . . .	2.8	—	8.3	4.7	15.8
Chemicals . . . . .	2.3	1.7	1.9	3.5	9.4
Plantations . . . . .	0.8	—	5.9	9.4	17.1

Source—Labour Commissioner, Mysore.

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING MARCH 1959

Industry and Area	No of Returns	Total No of Man shifts Scheduled to Work	Total No of Man shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras	1	3,77,918	29,387	5.4	0.6	0.7	1.1	7.8
Madura	6	1,28,038	21,733	5.2	8.0	2.2	1.6	17.0
Coimbatore	12	4,52,401	48,871	3.8	0.9	3.2	2.9	10.8
Tirunelveli	5	2,96,322	40,332	5.4	3.4	4.5	0.3	13.6
Others	5	1,19,229	1,936	3.7	0.6	8.5	0.6	13.4
<i>Woolen Mills—</i>								
Dharwal	1	57,951	5,784	1.7	—	7.2	1.1	10.0
<i>Iron and Steel Factories—</i>								
West Bengal	3	3,41,942	38,806	2.3	—	6.8	2.2	11.3
Bihar	5	9,22,453	1,15,811	2.4	1.3	6.0	2.0	12.6
Madras	1	21,114	3,274	7.1	3.8	4.6	—	15.5
<i>Ordinance Factories—</i>								
West Bengal	3	2,64,065	27,234	3.2	0.9	5.2	1.0	10.3
Bombay	5	2,27,884	32,469	4.1	0.0	9.2	0.9	14.2
Madhya Pradesh	3	2,22,183	33,037	5.1	—	0.8	0.2	15.1
Uttar Pradesh	6	2,32,512	24,031	1.9	0.8	6.6	1.0	10.3
Madras	1	28,111	4,416	6.5	—	8.0	0.3	15.7
<i>Cement Factories—</i>								
Andhra	1	18,044	541	—	0.2	2.2	0.6	3.0
Madras	1	24,213	3,857	5.7	6.6	3.6	—	15.9
Madhya Pradesh	2	26,894	5,289	6.7	7.7	4.0	1.3	19.7
West Bengal								
Bihar	1	11,377	3,437	3.2	4.5	18.8	3.7	30.2
<i>Match Factories—</i>								
Bombay	1	36,506	4,060	2.2	0.7	1.4	6.8	11.1
West Bengal	1	37,802	3,739	3.7	—	3.7	2.5	9.9
Uttar Pradesh	1	32,248	3,214	0.1	—	2.9	7.0	10.0
Assam	1	21,164	3,968	12.6	—	4.4	1.7	18.7
Madras	1	37,200	6,707	8.4	—	7.6	2.0	18.0
<i>Tramway Work-shops—</i>								
Bombay	1	18,226	1,620	3.6	—	3.8	1.5	8.9
Delhi	1	1,955	393	5.4	2.8	6.0	2.8	17.0
Calcutta	1	28,560	1,979	1.8	3.2	—	1.8	6.8
<i>Telegraph Work-shops—</i>								
Bombay	1	30,307	4,715	1.8	3.8	7.6	2.5	15.5
West Bengal	1	50,012	7,864	4.3	0.1	11.3	0.0	15.7
Madhya Pradesh	1	31,556	2,983	0.2	—	9.2	—	9.4

Source: Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Tur Ley	Cey lon	Japan	Pakistan		Burma
	Gene ral Index	Food Index								Kara chi	Kara yan gung	
1950	101	101	103	101	103	110	93	103	93	96	95	83
1951	103	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	100	77
1954	101	101	129	113	116	164	112	110	120	111	89	74
1955	96	92	133	112	116	169		110	128	100	90	76
1956	105	105	141	114	118	179	140	109	128	110	105	83
1957	111	112	147	118	122	183	156	112	132	120	110	82
1958	110	118	151	121	123	187	.	114	132	118	113	89
1958—												
March	110	110	150	121	124	187 <sup>1</sup>	161	114	139	124	113	83
April	111	112	152	121	125	186		114	131	127	110	86
May	113	113	151	121	123			117	131	123	113	90
June	116	118	163	123	125	187		114	132	126	113	93
July	119	122	150	122	123			112	131	120	116	97
Aug.	120	124	150	122	123	189		114	133	128	117	97
Sept.	121	123	150	122	126			114	132	129	119	94
Oct.	123	127	152	122	126	190	.	116	133	121	118	91
Nov.	122	126	152	122	126		.	113	132	116	113	80
Dec.	119	122	153	122	126		.	114	132	113	110	78
1959—												
Jan.	117	119	153	122	126	190		114	132	113	111	74
Feb.	118	120	153	122	126			111		114	.	.
Mar.	117	118	153	122	126		.	114		116		

\*To obtain the index number with 1914 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1914=100 that used to be published simultaneously but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all India index on base 1914=100 during the month of March 1959 was 161.46.

Source: (i) I.L.O. except for all India Index.

(ii) Labour Bureau for all India Index.

†Relates to the quarter ending March 1958.

TABLE 24—CONSUMERS PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)

(Base shifted to 1949=100)

		Index Number									
State and Centres	Original Base	Conversion factor*	General				Conversion factor*	Food Group			
			Mar 1959	Feb 1959	Mar 1958	Average 1958		Mar 1959	Feb 1959	Mar 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<i>Bombay—</i>											
Bombay	July 1933 to June 1934	3.07	141	130	124	129	3.64	134	137	127	131
Ahmedabad	August 1926 to July 1927	2.48	117	121	102	110	2.55	124	129	102	114
Sholapur	Feb 1927 to Jan 1928	2.99	107	109	98	105	2.92	122	125	107	118
Jalgaon	August 1937	4.25	112	115	100	107	4.62	116	121	98	109
Nagpur	August 1937	3.77	129	129	115	119	3.81	133	133	117	121
<i>Andhra Pradesh—</i>											
Hyderabad City	August 1943 to July 1944	1.64	125	126	118	123	1.51	141	142	130	137
<i>Madras—</i>											
Madras City	July 1935 to June 1936	3.23	127	127	119	124	3.63	125	127	118	124
<i>Mysore—</i>											
Bangalore	July 1935 to June 1936	3.01	135	134	128	131	3.42	136	134	127	130
Mysore	Do	3.63	154	153	119	124	3.42	139	137	119	127
Kolar Gold Fields	Do	3.16	137	136	124	130	3.34	139	138	131	133
<i>Kerala—</i>											
Ernakulam	August 1939	3.68	126	118	110	114	4.53	124	122	112	118
Trichur	August 1939	3.58	123	123	114	119	4.35	125	126	113	120
<i>Uttar Pradesh—</i>											
Kanpur	August 1939	4.78	99	103	89	93	5.28	86	102	82	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.

Source: State Governments



TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period = 100 2	General Index				Food Index			
		Mar. 1959 3	Feb. 1959 4	Mar. 1958 5	Average 1958 6	Mar. 1959 7	Feb. 1959 8	Mar. 1958 9	Average 1958 10
1. <i>Assam—</i>									
Tea workers in Assam Valley—	April 1951 to March 1952.								
1. Staff and Artisan . . .		108	104	101	117	103	102	98	107
2. Labourers . . .		108	108	99	109	97	97	92	104
Tea workers in Cachar Distt.—									
1. Staff and Artisan . . .	April 1951 to March 1952.	116	107	108	115	112	109	110	119
2. Labourers . . .		101	98	95	103	99	95	91	101
Rice and Flour Mill workers in Urban Areas—	1950								
1. Managerial and Mechanic class		96	96	97	100	89	89	92	98
2. Labourers . . .		94	94	97	100	88	87	93	89
Rice and Flour Mill workers in Rural Areas—	1950								
1. Managerial and Mechanic class		96	96	95	99	89	89	89	98
2. Labourers . . .		96	96	94	100	88	88	88	96
3. Rural Population in Assam Plains District.	1944	152	150	153	157	..	..	..	..
2. <i>Madhya Pradesh—</i>									
1. Gwalior . . .	1951	..	..	93	..	..	..	94	..
2. Indore . . .	1951	..	..	93	..	..	..	90	..
3. <i>Punjab—</i>									
1. Patiala . . .	1952-53	..	127	107	113	..	124	100	106
2. Surajpur . . .	1955-56	..	124	111	115	..	137	116	122
4. <i>West Bengal—</i>									
(i) Asansol and Raniganj Area	1951	105	106	100	107	104	105	98	109
(ii) Bankura and Midnapore Area	1951	101	101	101	110	99	100	103	116
(iii) Barabhum Area . . .	1951	..	106	110	119	..	108	115	128
(iv) Malda-West Dinajpur Area	1951	..	80	83	90	..	77	83	93
(v) Nadia Murshidabad . . .	1951	86	86	88	94	81	81	85	93
(vi) Calcutta . . .	1944	139	140	141	147	140	140	143	152

Source: State Governments.

## LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING MARCH, 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July, 1955 and January, 1956, issues of the 'Indian Labour Gazette'. The corresponding index numbers for the latest available month on base: 1944=100 are also given in the relevant table.

As compared to the previous month, the index numbers for Delhi and Santa recorded the maximum fall of 7 points each. The index numbers for Jabalpur declined by 5 points and for Ajmer, Akola and Bhopal by 3 points each. The index number for Dehri-on-Sone and Tinsukia appreciated by 4 & 3 points respectively. The index numbers for 9 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for March, 1959, are given below; only those for Delhi relate to April, 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

### Delhi

The index number receded by 7 points reversing the upward tendency noticed since January, 1959 and stood at 119 during April, 1959. The food group index number declined by 13 points mainly on account of a fall in the prices of wheat (-44) due to arrivals of new crop in the market, masoor dal (-14) and ghee vegetable (-6). The fuel and lighting group index number declined by 1 point due to a fall in the price of charcoal (-6). The clothing group index number receded by 3 points mainly due to lower quotations for Khadi (-2) and shirting (-23). The miscellaneous group index number remained stationary.

### Ajmer

The index number receded by 3 points reversing the upward tendency noticed last month and stood at 105. The food group index number receded by 4 points mainly due to lower quotations for wheat (-11), barley (-7) and gram (-12). The fuel and lighting group index number receded by 2 points due to a fall in the prices of firewood (-3) and kerosene oil (-20). The miscellaneous group index number appreciated by 1 point due to a rise in the price of soap washing (3). The clothing group index number remained stationary.

### *Jamshedpur*

The index number advanced by 1 point continuing the rising tendency noticed last month and stood at 121. The food group index number advanced by 2 points mainly due to higher quotations for rice-coarse (5), rice medium (5) potatoes (4), chillies (8) and tea (8). The fuel and lighting group index number receded by 1 point due to a fall in the prices of coke-nut (-9) and kerosene oil (-8). The clothing group index number receded by 7 points mainly due a fall in the price of markin (-14). The miscellaneous group index number remained stationary.

### *Jharra*

The index number showed only a fractional fall and remained stationary at 113, when rounded up to the nearest integer. The group index numbers also remained stationary.

### *Dehri-on-Sone*

The index number advanced by 4 points continuing the rising tendency noticed last month and stood at 105. The food group index number appreciated by 6 points mainly due to higher quotations for rice (6), wheat (8), gram (26), potatoes (11) and onions (11). The clothing group index number advanced by 5 points mainly due to higher quotations for dhoties (2), sarees (1), shirting (11), long cloth (18) and markin (3). The index numbers for the fuel and lighting and the miscellaneous groups remained stationary.

### *Cuttack*

The index number advanced by 2 points reversing the downward tendency noticed since September, 1958 and stood at 113. The food group index number advanced by 2 points mainly due to higher quotations for fish (5) and arum (28). The clothing group index number advanced by 2 points mainly due to higher quotations for dhoti (3) and saree (3). The miscellaneous group index number advanced by 1 point due to a rise in the price of pan (3). The fuel and lighting group index number remained stationary.

### *Berhampur*

The index number advanced by 1 point fully neutralising the fall noticed last month and stood at 114. The food group index number advanced by 2 points as a net result of a rise in the prices of brinjal (51) and plantain (67) and a fall in the prices of rice (-2), fish dry (-27) and fish raw (-50). The fuel and lighting group index number appreciated by 1 point mainly due to an increase in the price of kerosene oil (8). The clothing group index number advanced by 1 point mainly due to higher quotations for dhoti (4), saree (1) and napkin (8). The miscellaneous group index number remained stationary.

### *Gauhati*

The index number advanced by 1 point reversing the downward tendency noticed since October, 1958 and stood at 95. The food group index number advanced by 1 point mainly due to higher quotations for rice (1) and fish (9). The fuel and lighting group index number receded by 2 points mainly due to lower quotations for kerosene oil (-5). The miscellaneous group index number appreciated by 3 points due to a rise in the price of supari (14) and tobacco (27). The clothing group index number remained stationary.

*Sulchar*

The index number receded by 1 point continuing the falling tendency noticed since December 1958 and stood at 103. The food group index number receded by 2 points mainly due to lower quotations for rice (—5), potatoes (—12), brinjals (—23), and sag (—76). The miscellaneous group index number advanced by 2 points mainly due to higher quotations for supari (13) and bidies (11). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Tinsukia*

The index number advanced by 3 points continuing the rising tendency noticed since January, 1959 and stood at 120. The food group index number advanced by 3 points mainly due to higher quotations for rice (8). The fuel and lighting group index number advanced by 5 points mainly due to a rise in the price of firewood (9). The miscellaneous group index number receded by 1 point mainly due to a fall in the price of supari (—16). The clothing group index number remained stationary.

*Ludhiana*

The index number showed only a fractional rise and remained stationary at 106, when rounded upto the nearest integer. The food group index number advanced by 1 point mainly due to higher quotations for milk (5) and potatoes (7). The other group index numbers remained stationary.

*Akola*

The index number receded by 3 points having remained stationary during the preceding two months and stood at 104. The food group index number receded by 5 points mainly due to lower quotation for rice (—5), wheat (—18), juar (—5) and dal tur (—10). The fuel and lighting group index number declined by 10 points mainly due to a fall in the price of firewood (—11). The index numbers for the clothing and the miscellaneous groups remained stationary.

*Jabalpur*

The index number receded by 5 points reversing the upward tendency noticed last month and stood at 105. The food group index number receded by 11 points mainly due to lower quotations for rice (—7) and wheat (—33). The miscellaneous group index number advanced by 2 points mainly due to higher quotations for pan (8), supari (5) and amusement charges (5). The index numbers for the fuel and lighting and the clothing groups remained stationary.

*Kharagpur*

The index number advanced by 1 point continuing the rising tendency noticed last month and stood at 106. The food group index number advanced by 2 points mainly due to higher quotations for dal arhar (5), brinjals (20) and turmeric (6). The fuel and lighting group index number advanced by 6 points mainly due to higher quotations for firewood (7) and kerosene oil (9). The index numbers for the clothing and the miscellaneous groups remained stationary.

*Mercara*

The index number advanced by 1 point reversing the downward tendency noticed since December, 1958 and stood at 116. The food group index number advanced by 1 point mainly due to higher quotations for rice (10), chillies (7) and jaggery (3). The fuel and lighting group index number receded by 9 points mainly due to lower quotations for kerosene oil (-13). The clothing group index number advanced by 1 point due to an increase in the price of shirting (3). The miscellaneous group index number receded by 1 point due to a fall in the prices of chewing tobacco (-5) and bangles (-16).

*Bhopal*

The index number receded by 3 points reversing the upward tendency noticed since March, 1958 and stood at 117. The food group index number receded by 5 points mainly due to lower quotations for wheat (-12). The other group index numbers remained stationary.

*Satna*

The index number receded by 7 points reversing the upward tendency noticed last month and stood at 104. The food group index number receded by 9 points mainly due to lower quotations for rice (-2), wheat (-27), berri (-15), junahari (-9), kodai (-8) and tur day (-9). The fuel and lighting group index number appreciated by 1 point mainly due to a rise in the price of kerosene oil (4). The index numbers for the clothing and the miscellaneous groups remained stationary.

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ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING  
CLASS ON PRE-WAR BASE: AUGUST 1939=100

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for March 1959 and April 1959 were 166.97 and 156.47 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of April 1959 on pre-war August 1939 base may be estimated to be 408.15.

TABLE 26—LABOUR BUREAU CONSUMER PRICE

(Base shifted to 1949=100 except

Index

Centres	General					Food group				
	Conversion factor†	Mar 1939	Feb 1959	Mar 1958	Average 1958	Conversion factor†	Mar 1959	Feb 1959	Mar. 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Pelha	1 32	126†	126	108	113	1 26	157	136	110	117
Ajmer	1 61	105	108	96	103	1 59	109	113	92	104
Jamshedpur	1 33	121†	120	119	123	1 39	123	121	121	125
Jharia	1 59	113	113	104	108	1 50	117	117	107	112
Dehra on Sonu	1 70	105	101	97	101	1 80	103	87	94	103
Monghyr	1 71	100	98	94	102	1 89	97	94	92	101
Cuttack	1 47	113	111	109	110	1 57	110	108	106	115
Berhampur	1 54	114	113	111	115	1 66	118	116	114	120
Gauhati	1 28	95	94	102	103	1 29	96	95	107	109
Silchar	1 38	103	104	101	107	1 41	102	104	90	107
Tiruchina	1 10	120	117	114	118	1 13	119	116	113	118
Ludhiana	1 64	106	106	92	90	1 77	109	108	88	93
Akola	1 08	104	107	95	101	1 97	95	100	85	92
Jabalpur	1 51	105	110	105	109	1 52	99	110	96	105
Kharagpur	1 37	106	105	103	113	1 42	104	102	100	113
*Mercara	—	116	115	114	121	—	120	119	118	127
*Plantation Centres	—	120P	120	109	113	—	120P	120	108	112
*Bhopal	—	117	120	101	111	—	112	117	99	103
*Bawar	—	—	109P	92	106	—	—	101P	79	89
*Satna	—	101	111	94	104	—	102	111	89	102

Source, Labour Bureau

†April 1959 index figure 119

‡To obtain the index on original

The original base for centres marked with an asterisk (Vaynathi and Valparai) January to June 1949 = 100

## INDEX NUMBERS FOR WORKING CLASS

for centres marked with an asterisk).

Numbers

Fuel and lighting group					Clothing Bedding and Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base: 1944=100) for March 1959
Conversion factor†	Mar. 1959	Feb. 1959	Mar. 1959	Average 1958	Conversion factor†	Mar. 1959	Feb. 1959	Mar. 1958	Average 1958	Conversion factor	Mar. 1959	Feb. 1959	Mar. 1958	Average 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
1.81 1.65	83 97	84 99	70 90	74 93	1.25 1.83	154 93	153 93	142 98	145 97	1.48 1.64	111 105	111 105	110 112	111 113	166.975 169.56
1.68 1.28	104 83	105 83	105 63	104 83	1.18 1.08	132 99	139 99	127 99	132 99	1.49 1.63	110 99	110 99	115 102	117 103	160.95 178.89
1.47 1.31	98 78	98 77	97 85	98 63	1.31 1.29	120 120	116 119	113 119	113 119	1.83 1.31	105 113	105 121	99 102	100 105	178.20 170.65
1.40 1.55	103 102	103 101	97 88	100 91	1.30 1.28	112 100	110 99	118 104	112 105	1.43 1.40	137 113	130 113	131 112	135 112	105.30 176.10
0.67 1.89	126 105	140 105	141 98	141 103	2.15 1.35	64 122	64 122	60 122	65 122	1.40 1.17	93 90	90 94	80 104	89 100	121.64 141.48
0.06 1.87	107 73	102 73	94 73	98 74	1.33 1.02	134 154	134 154	133 154	133 156	1.11 1.76	119 97	120 93	113 90	114 93	131.50 173.03
1.90 1.43	116 105	126 105	97 107	103 105	1.05 1.23	144 111	144 114	143 108	143 110	1.32 1.76	113 111	112 112	113 126	114 124	173.90 157.82
1.14 —	134 107	128 116	132 107	128 109	1.25 —	99 107	99 106	104 102	102 105	1.42 —	116 105	116 105	115 103	112 103	145.70 ..
— —	— 119	— 119	— 121	— 121	— —	139 113	138 113	134 111	136 114	— —	112 142	111 112	105 129	105 136	. .
— —	. 96	181 95	158 95	164 98	— —	— 108	120 108	117 110	118 109	— —	— 125	108 125	101 112	105 119	.. .

† April 1959 index figure 156.47.

base the figures given above should be multiplied by the conversion factor,

as follows—Mercara : 1951=100, Plantation Centres, (Comprising Gudalur, Kullukunhy Bhopal 1951=100 Beawar August 1951 to July 1952=100 and Satna 1953=100)

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES

(Base Shifted to 1949=100)

Name of Centre	March 1959	February 1959	March 1958	Average 1958
<b>MIDDLE CLASS</b>				
1. Calcutta . . . . .	—	—	104	—
2. Asansol . . . . .	—	—	106	—
<b>LOW PAID EMPLOYEES</b>				
1. Visakhapatnam . . . . .	126	127	116	120
2. Eluru . . . . .	128	126	113	120
3. Cuddalore . . . . .	110	114	104	112
4. Tiruchirappalli . . . . .	107	106	99	104
5. Madurai . . . . .	107	108	101	105
6. Coimbatore . . . . .	117	116	110	114
7. Kozhikode . . . . .	109	110	102	106
8. Bellary . . . . .	116	115	110	112
<b>RURAL POPULATION</b>				
1. Advivaram . . . . .	121	120	113	115
2. Thettangal . . . . .	130	123	124	123
3. Alamuru . . . . .	117	116	106	114
4. Madhavaram . . . . .	107	108	126	118
5. Puhur . . . . .	117	120	109	113
6. Agaram . . . . .	127	128	116	118
7. Thulayanatham . . . . .	104	104	102	103
8. Eriodu . . . . .	128	124	117	121
9. Gokilapuram . . . . .	108	108	101	103
10. Kinathukudavu . . . . .	111	111	110	110
11. Guduvancheri . . . . .	101	99	97	98
12. Kunnathur . . . . .	109	109	102	106
13. Koduvalli . . . . .	101	100	96	97

Source : State Governments.



## Retail and Wholesale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT  
18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF MARCH 1959

(Base: 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of March, 1959, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953 issue of the Indian Labour Gazette. Articles for which the price relative during the month of March 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State (1)	Names of the commodities and variations in their price relative in brackets. (2)
	<i>Urban Centres</i>
<i>Dombay—</i>	
Surat . . .	Rice (—15), Gram Dal (10), Arhar Dal (14), Potatoes (—17).
Dohad . . .	Wheat (—21), Moong Dal (—12), Salt (—25), Chillies (10), Dhire (—13)
<i>Bihar—</i>	
Patna . . .	Gram (—15), Chattoo (10), Arhar Dal (—11), Gur (—11), Onions (17), Potatoes (14) Hair oil (12).
<i>Mysore—</i>	
Hubli . . .	Chillies (11), Onions (20).
<i>Punjab—</i>	
Amritsar . . .	Gram (—14) Kerosene Oil (17).
<i>Uttar Pradesh—</i>	
Lucknow . . .	Wheat (—18), Gram (—22), Barley (—37), Arhar Dal (—10), Potatoes (19), Pan (—38).
Agra . . .	Gram (—12), Barley (—16), Arhar Dal (—14), Gur (12), Pan (37).
Bareilly . . .	Wheat (—17), Barley (—43), Arhar Dal (—15).
Banaras . . .	Wheat (—16), Gram (—23), Barley (—20), Arhar Dal (—18), Potatoes (11).
Meerut . . .	Wheat (—11).

(1)	(2)
<i>West Bengal—</i>	
Howrah .	Arhar Dal (—25), Chillies (—10), Fish (11), Onions (10), Potatoes (14).
Budge Budge .	Arhar Dal (—18), Potatoes (13), Supari (—10).
Kankinara .	Potatoes (15)
Paniganj .	Chillies (—15), Onions (—12).
Calcutta .	Potatoes (14), Supari (11).
Gauripore .	Potatoes (15).
Serampore .	Gram Dal (19), Arhar Dal (—22), Turmeric (21), Pan (14),
Kancharapara .	Turmeric (15), Potatoes (18).
	<i>Rural Centres</i>
<i>Assam—</i>	
Maibang .	Rice (22), Salt (—28), Supari (—11)
<i>Bihar—</i>	
Teghra*—	Barley (10), Mash Dal (15), Gram Dal (12), Arhar Dal (—10), Potatoes (18), Pan (57)
<i>Bombay—</i>	
Lakh .	Jowar (—22), Kerosene oil (—19).
<i>Madhya Pradesh—</i>	
Multapi .	Jowar (—14).
Salamatpur .	Wheat (—26), Salt (10), Chillies (10).
<i>Mysore—</i>	
Kudchi .	Gram Dal (13), Salt (—22), Onions (27)
<i>Orissa—</i>	
Bamra .	Edible oil (10), Chillies (29).
Maniguda .	Tea (14), Salt (10), Chillies (10), Turmeric (17), Onions (—25), Kerosene oil (—14).
<i>Rajasthan—</i>	
Nana .	Wheat (—10), Gur (11), Chillies (15).
<i>Uttar Pradesh—</i>	
Shankargarh .	Jowar (11), Arhar Dal (—12).

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF MARCH 1959

(Base: 1949=100)

Items	Burat (Bombay)	Dohad (Bombay)	Patna (Bihar)	Hubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge Budge (West Bengal)	Kankarna (West Bengal)	Rangpur (West Bengal)	Calcutta (West Bengal)	Gaunpore (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>Cereals—</b>																
Wheat	158	142	98		137	96	113	100	87	109	91*	87*	87*	62*	87*	87*
Rice	146	118	87	115		82	84	75	76	82	141	109	139	130	120	134
Gram			134		213	148	156	153	141	134	180	128	53	117	121	100
Jawar	128			124		101	108	88	73	75						
Barley			129						95	108						
Muze		155	139													
Chattano			159								161	84	122	113	115	104
<b>Pulses—</b>																
Mung Dal	91	144		138	123	91	110	97	105	107	96	99	121	114	101	130
Mash Dal	97				93	128	128	108	114	110						
Gram Dal	96	97		121							118	113	111	111	124	102
Arhar Dal	110		147	128	132	144	119	130	129	141	121	141	107	137	121	133
<b>Other Food Articles—</b>																
Sugar	107	115	109	100	115	117	118	117	115	117	111	115	118	113	114	110
Gur	91	103	93		128	91	110	96	79	106	93	94	91	86	91	99
Ghee			100		130	91	87	92	91	94	91	91	81	81	83	80
Vanispathi																
Ghee Pure	109	102	102			93	99	91	92	95	100	97	101	127	111	88
Edible Oil	91	90	90	86	98	82	87	95	88	89	81	83	83	82	84	83
Tea	126	126	123	123	126	123	129	128	130	121	128	127	100	130	134	124
Salt	46	75	75	108	50	60	67	69	64	75	103	100	100	100	100	92
Chillies	84	126	78	132	92				65	100	94	91	83	102	87	74
Turmeric		45			39				65	66	58	68	60	79	61	64
Meat	118	137	100	121	114	114	100	111	91	110	90	97	92	92	92	93
Fish			96								119	92	110	92	109	93
Onions	61	80	103	100	46	60	61	67	73	61	74	67	86	78	83	68
Potatoes	70		51	108	47	61	51	67	49	61	63	64	72	47	67	65
Milk	97	100	89	92	67	87	86	119	100	91	109	99	96	99	98	113
<b>Fuel and Lighting—</b>																
Firewood	113	81	71	100	76	75	83	87	84	97	80	95	91		71	97
Match Box	120	86	86	120	120	140	150	120	140	140	120	120	100	100	120	120
Kerosene	119	110	100	125	110	120	111	104	96	97	100	100	114	69	100	118
Oil																
<b>Miscellaneous—</b>																
Bedis	100	100	123	100	100	133	133	92	100	133	107	107	107	100	100	100
Tobacco	129		81	91	102	101	135	94	74	94	128	101	123	84	107	81
Soap Wash-	112	111	76	107	98	138	86	74	67	107	101	88	78	86	100	66
ing.																
Hair Oil	113	110	125	107						123	145	123	140	129	136	147
Fan	86		124	107		76	152	74	30	71	139	130	129	149	126	107
Supari	158	182	179	137		217	231	238	174	213	242	247	217	233	229	236

\*The price relatives have been worked out on the basis of prices quoted from the five price shops as the articles were not available in the open market.

Source—Labour Bureau.

TABLE 28—contd.

Items	Calcutta (West Bengal)	Chharpura (West Bengal)	Patna (Bihar)	Muzam (Assam)	Lugna (Bihar)†	Lakh (Bombay)	Mulap (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kudchi (Mysore)	Mular (Mysore)	Bura (Orissa)	Muniguda (Orissa)	Nana (Rajasthan)	Shankargarh (Uttar Pradesh)
18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<b>Cereals—</b>														
Wheat	87*	87*			150			78					71	117
Rice	109	134	134	152	135		144	95	124	172	125	89	..	98
Gram	147	144			185					74			..	152
Jowar			120		133	140	69		107					132
Barley					147								63	124
Maize					132								58	..
Chattoo	105	114			154									..
<b>Pulses—</b>														
Moong Dal	99	124			124			196		84		147	73	..
Mash Dal					181		98							125
Gram Dal	140	123	103		174	107			125				82	
Arhar Dal	136	147	122	84	150	123	123	194	150	90	126	152		157
<b>Other Food Articles—</b>														
Sugar	110	105	100	96	124			95	101	107	108	167	107	110
Gur	100	100	94	89	148	104	92	107	98	93	88		102	76
Ghee Vanaspati		87			104									
Ghee Pure	80	90	119		101		105	135				101	105	
Edible Oil	81	68	98	109	97	98	82	83	90	256	95	93	88	92
Tea	123	130	110	133	108	126	123	132	139	132		146	112	
Salt	100	92	75	86	92	69	80	110	87	90	69	70	120	82
Chillies	88	103	154	94	81	123	88	108	172	132	151	141	122	78
Turneri	75	94	86	88	50	52	68	60	51	147	53	141	57	54
Meat	109	102	160		101	..	151						100	..
Fish	104	89		123	122								..	63
Onions	86	61	83	93	138			100	133	113	70	104	..	
Potatoes	61	73	..	97	63					69			..	..
Milk	106	250	139		100	48	109	155	100	100	125	102	100	93
<b>Fuel and Lighting—</b>														
Firewood	88	112												
Match Box	120	120	80	100	80	100	140	160	125	120	120	120	100	100
Kerosene Oil	100	114		119	120	95	100	122		89	124	75	120	111
<b>Miscellaneous—</b>														
Bidis	129	123	136	89	100	108		100	119	100	100	106	119	100
Tobacco	118	99		70	75		182			131	70		143	90
Soap Washing	91	103	107	69	112	156	218	314	100	417	154	75	97	88
Hair Oil	121	165	93	..	148	127	..	..	122	61	120	126	..	..
Pan	107	138	..	68	180	..	..	..	..	..	..	..	..	..
Supari	223	264	..	184	187	..	262	226	..	169	227	..	..	201

\*The price relatives have been worked out on the basis of prices quoted from the fair price shops as the articles were not available in the open market.

†Base: 1956 = 100.

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base: 1952-53=100)

1	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year Aug '30=100)†
2	3	4	5	6	7	8	
1933* Average . .	100	96	109	110	100	105 6	401 9
1954 Average . .	84	66	95	104	100	99 6	379 1
1955 Average . .	73	56	85	97	99	91 6	348 9
1956 Average . .	92	78	99	113	105	102 6	390 5
1957 Average . .	102	85	107	118	108	108 7	413 7
1958 Average . .	105	94	112	115	108	111 0	422 5
1958—							
March . . . .	95	78	102	111	108	105 4	401 2
April . . . .	97	82	103	114	108	107 4	408 8
May . . . .	99	82	107	114	108	108 2	411 8
June . . . .	100	91	113	115	108	111 7	423 1
July . . . .	110	100	118	118	108	114 7	430 5
August . . . .	114	102	120	119	109	116 0	441 5
September . .	115	105	121	119	109	116 5	443 4
October . . .	114	109	121	117	109	116 2	442 3
November . .	111	112	118	113	109	114 0	433 9
December . .	105	111	113	113	108	111 4	424 0
1959—							
January . . .	105	117	114	114	108	112 3	427 4
February . .	105	121	116	116	108	113 2	430 8
March . . . .	—	—	—	—	—	—	—

\*Average of 9 months ending December.

†Figures have been obtained on the basis: 100 of the new series = 380.6 (being the average 1952-53 of the old series).

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industries, Govt. of India.

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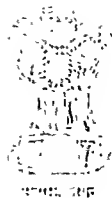
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# Indian Labour Gazette

Vol. XVI

June, 1959

No. 12

## INDUSTRIAL DISPUTES IN INDIA DURING 1958

### 1. Scope, concepts and limitations

1.1. The statistics presented in this article relate to work-stoppages resulting from industrial disputes. They do not cover disputes not resulting in work-stoppages. For the purpose of these statistics an industrial dispute is taken to be a temporary stoppage of work by a group of employees to express a grievance or enforce a demand, or temporary with-holding of work from a group of employees by an employer (or a group of employers) in connection with matters relating to employment or non-employment or terms of employment or conditions of employment. Thus, both types of work-stoppages popularly known as "strike" and "lock-out" are covered. Political strikes, sympathetic demonstrations and the like are, however, excluded because they are not connected with any specific demands of employees lying within the competence of the employers concerned to redress and so are closures not connected with industrial disputes, eg, closure due to shortage of raw materials, breakdown of machinery, financial reasons, etc, sponsored by employers. The terms "work-stoppages" and "disputes", as defined above, have been used in the same sense in this article.

1.2 From practical considerations only such work-stoppages are covered in the statistics which involved 10 or more workers, whether directly or indirectly. The statistics are collected from all the reorganised States and the Union Territories of the Indian Union. Attempts are made to cover all work-stoppages, as defined above, in all economic sectors such as Agriculture, Mining and Quarrying, Manufacturing; Construction, Transport, Storage and Communications; Commerce, Electricity, Gas, Water and Sanitary Services, Services, etc. While the coverage seems to be fairly satisfactory in the cases of organised sectors like Mining and Quarrying, Manufacturing, etc, it may not be so for the unorganised sectors like Construction, Commerce, Services, etc, because the primary data are collected on a voluntary basis, as explained in the next paragraph.

1.3 The Primary data in respect of the work-stoppages are collected generally by State Labour Departments in respect of State Sphere undertakings and by Regional Labour Commissioner (Central) in respect of Central Sphere undertakings. The above Authorities have made arrangements to collect the necessary statistics on uniform lines laid down for the purpose from the units concerned on a voluntary basis (that is, not through any legislation) when the occurrence of a work-stoppage is known. For collecting these statistics, the Authorities generally employ the available local field agencies, eg Labour Officers, Labour Inspectors, Conciliation Officers, District Collectors,

Police Authorities, etc. The two important statistics collected are: (a) number of workers involved both directly and indirectly and (b) the number of man-days lost. The former represents the maximum number affected on any one day during the duration of the work-stoppage. The figures of man-days lost are obtained by adding up the actual vacancies caused directly or indirectly by the work-stoppage in each shift of each potential working day (excluding Sundays and other holidays when the establishment would have remained closed had a work-stoppage not taken place) during the whole duration of the work-stoppage. These statistics together with other factual details, e.g. causes, method of termination, etc., for each individual work-stoppage are furnished by the Authorities mentioned earlier in their monthly returns to the Labour Bureau. The Bureau consolidates these data and publishes all-India monthly statistics of industrial disputes in the Indian Labour Gazette. It may be stated that very often details of disputes relating to a particular month are forwarded by the Authorities much later, say, after 3/4 months because of late receipt of information by the Authorities themselves. To that extent the Bureau has to revise its monthly statistics. The present annual statistics for the year 1958 are based on the monthly returns furnished by the State Authorities and include supplementary data furnished upto 30th April 1959.

14 The figure of man-days lost is taken as an indicator for comparing the position of industrial unrest between States, industries, etc., because it takes into account both the number of workers involved and the duration of work-stoppages. However, instead of the absolute figures of man-days lost, the ratio of man-days lost to the corresponding man-days available for work will be a much better indicator for purposes of comparison. This indicator may be called the severity rate of industrial disputes. Attempts have been made in the present article to present such rates for States (for manufacturing sector only) and for individual industries to the extent figures of man-days available for work can be computed. The figures of man-days available for work (or, scheduled to work) are derived by adding up man-days actually worked and the man-days lost due to work-stoppages. These figures, therefore, represent the number of man-days which would have been worked had there been no loss due to industrial disputes. Figures of man-days worked for the manufacturing sector are collected under the Factories Act and they relate to registered factories only. In one respect, however, they are somewhat incomplete because factories which do not submit their annual returns are not included. The number of such non-responding factories is, however, known and also the estimated average daily employment therein. The figures of estimated average daily employment in non-responding factories in a particular industry have been multiplied by the average number of days worked by the responding factories of that industry (the figures of average number of days worked can be derived from the statistics connected under the Factories Act) in order to estimate the man-days worked in non-responding factories. Such estimates have also been taken into account in the figures of man-days worked for computing the severity rates presented in this article. The severity rates have been presented for 1957 only because latest figures of man-days worked are available for that year.

1.5 In one of the Tables of this review (Table V), statistics have been presented by causes of work-stoppages. For classifying the work-stoppages involving a number of causes or demands according to specified categories of causes the immediate cause leading to the work-stoppage is taken into account. If there are a number of immediate causes, the most important among them is taken into account.

1.6 The statistics presented in this review cover the whole of the Indian Union. Prior to 1957, the statistics used to cover only the Part A States and a few Part C States.

## 2 Overall analysis

2.1. Mention has already been made of severity rates of industrial disputes. The Labour Bureau is publishing a series of Index Numbers of Industrial Unrest for the Manufacturing Sector on base, 1951=100 by expressing the severity rates for successive years for the Manufacturing Sector as a percentage of such rate during the base year, viz., 1951. These indices upto 1956 were published in the last review on the subject published in June, 1958 issue of the Indian Labour Gazette. The series has now been brought upto 1957 and the figures are presented below.

### *Time-loss in Manufacturing Industries*

Year	Total no. of man days worked in (000's)	Total no. of man-days lost in (000's)	Severity rate man days lost per lakh Man-days scheduled to work	Index No (Base, 1951=100) of	
				Man-days lost	Severity rate
1951 . . . . .	6,33,394	2,697*	424	100	100
1952 . . . . .	6,61,989	2,056	310	76	73
1953 . . . . .	6,66,246	2,564	383	91	90
1954 . . . . .	6,76,142	2,713	400	101	94
1955 . . . . .	7,37,573	4,164	563	154	133
1956 . . . . .	8,14,217	4,892	597	181	141
1957 . . . . .	9,75,868	3,923	400	145	94
1958 . . . . .	N A	4,046	N A	150	N.A.

\* Excluding Punjab and Delhi, as the figures of Man days worked were not available.

N.A.—Not available.

N.B.—A line has been drawn between 1956 and 1957 in order to indicate that the figures for 1957 are not strictly comparable with those for earlier years.

It may be pointed out that the figures for 1957 are not strictly comparable with those for earlier years because of the change in the geographical coverage of the statistics of work-stoppages and also because of the inclusion of estimated figures of "man-days worked"

by factories not submitting returns under the Factories Act. It will, therefore, be necessary to start a new series on 1957 as base. Subject to these limitations it will appear from the indices of severity rates that industrial relations in the manufacturing industries improved considerably in 1957 as compared to earlier two years. The severity-rate for 1958 cannot be compiled in the absence of the figures of "man-days worked" but taking only the indices of "man-days lost" it will appear that industrial relations in the manufacturing industries were only slightly worse than in 1957.

2.2 Taking all the economic sectors (not manufacturing industries alone) it will appear that though fewer industrial disputes occurred in 1958 as compared to 1957, the number of workers involved and man-days lost were more in 1958, the geographical coverage remaining the same. In 1958, there were 1,524 disputes as compared to 1,630 in 1957, thus recording a decrease by 6.5 per cent. The number of workers involved increased from 8,89,371 in 1957 to 9,28,566 in 1958, i.e., by 4.4 per cent. The increase in time-loss was much more significant from 64,29,319 man-days in 1957 to 77,97,585 man-days in 1958, i.e., by 21.3 per cent. It follows that the average time-loss per dispute was considerably higher in 1958 as compared to 1957 (3,944 man-days in 1957 and 5,117 man-days in 1958). The average number of workers involved per dispute increased from 546 in 1957 to 609 in 1958 and average duration of dispute from 7.2 to 8.4.

2.3 During the year, an important event in the field of industrial relations was the ratification of the Code of Discipline in Industries (as adopted by the Standing Labour Committee in October, 1957 and as amended by the Indian Labour Conference at the 16th Session held in May 1958) by the four all-India Organisations of workers and three all-India Organisations of Employers. The ratification of the Code appeared to have a considerable effect in lowering down the tempo of industrial unrest in the country during the latter part of the year, as will be seen from the following statistics for the two halves of 1958.

	No of disputes	No of workers involved	No of man days lost
1st half of 1958 . . . . .	781	5,01,440	47,01,136
2nd half of 1958 . . . . .	790	4,36,297	30,06,419

### 3 Analysis by States

3.1. It is seen from Table I that, as in the preceding year, West Bengal, Bombay, Madras and Kerala accounted for a major portion of the industrial disputes in the country during the year under review as well. The four States accounted for 63.6 per cent of the total number of disputes, 88.6 per cent of the total number of workers involved and 74.7 per cent. of the total loss of man-days. West Bengal recorded the highest average time-loss per dispute i.e., 9,428 man-days. In Bihar, Mysore and Bombay also average time-loss per dispute



was high, being 7,081, 5,781, and 5,216 man-days respectively. As compared to 1957, the States of Bihar, Bombay, Kerala, Madras, Mysore, Punjab, Rajasthan, West Bengal and Tripura registered higher time-losses during the year 1958.

32 It has been explained earlier that severity-rates provide a better basis of comparison instead of the absolute figures of man-days lost. Such severity rates for the manufacturing industries sector for 1957 are presented in the last column of Table I. It will be seen that taking all the States together man-days lost formed only 0.4 per cent of man-days available for work in manufacturing industries. It will also appear that in the States of Bombay and West Bengal, which recorded a large time-loss the severity rate was actually lower than the overall average for all States. The severity rate was substantially high in Kerala, Madras and Bihar.

#### 4 Analysis by Industries

41 Table II shows figures of industrial disputes by industries. It will be seen that about 51.9 per cent of the total time-loss was accounted for by disputes in the manufacturing sector during 1958. Among the other sectors Agriculture and Allied Activities accounted for 12.6 per cent of total time-loss. Mining and Quarrying 8.3 per cent, Construction 5.4 per cent, Electricity, Gas, Water and Sanitary Services 3.4 per cent, Commerce 0.2 per cent, Transport, Storage and Communications 16.3 per cent, Services 0.1 per cent and the Miscellaneous Group 1.8 per cent. In the manufacturing sector the highest time-loss was recorded in the Cotton Mill Industry, followed by Engineering (except Iron and Steel) and Iron and Steel Industry. These industries accounted for 25.3, 19.2 and 19.1 per cent respectively of the total time-loss in the manufacturing sector. In the group Transport, Storage and Communications 62.6 per cent of the time-loss was caused by the strikes in the various Docks and Ports in the country. As compared to the preceding year, the time-loss increased in all the sectors of economic activities except for Mining and Quarrying, Commerce and Miscellaneous Groups. The increase in time-loss was most marked in Transport, Storage and Communications.

42. Severity rates for the year 1957 for different industries are given in the last column of Table II. Apart from the various manufacturing industries, it has been possible to compile such rates for plantations, mines and railways only because for other industries it is not possible to calculate reliable figures of man-days available for work. The severity rate of time-loss due to industrial disputes was higher in Mining industries (0.53 per cent of total time available for work) than in the Manufacturing industries (0.40 per cent of the total time available for work). Among the Manufacturing Industries it was particularly high in the Bidi-industry (9.21 per cent) because of widespread strikes in Aurangabad and Dhulia of Muhsabad District of West Bengal. The rate was also high in Chemicals (1.31 per cent), Paper Industry (0.91 per cent), Iron and Steel (0.77 per cent), Cotton Textile (0.58 per cent) and Jute Textiles (0.52 per cent).

#### IMPORTANT INDUSTRIAL DISPUTES

The features discussed earlier through State-wise and industry-wise analysis of the data are mostly accounted for by a few major work-stoppages during 1958 causing heavy time losses. The details

of such work-stoppages (causing a time-loss of more than 1 lakh man-days) are given below. —

Name of the concern	No of workers involved	Man-days lost	Cause
(1)	(2)	(3)	(4)
West Bokaro Colliery, P O Ghats land (Bihar)	1,546	1,28,318	Demand for reinstatement of 5 workers
Kapila Textiles Ltd., Nanjangud (Mysore)	1 121	1,39,603	Non payment of arrears of wages for August, 1957
Hindustan Aircraft (Pvt) Ltd. Bangalore	12,141	1,36,256	Arrest of 5 workers.
Constructional Contractors—Indian Iron and Steel Co. Ltd., Burnpur & Kulti & Standard Wagon Co., Burnpur	12,000	2,88,000	Abolition of sub-contractor system retrenchment and devaluation of the regular contractors' labour
Bengal Chemical & Pharmaceutical Works Ltd., Maniktala Main Road, Calcutta	2,200	2,00,200	Assault on the Assistant Manager, Labour Officer and 2 other members of the management
Tatanagar Foundry Co. Ltd., Jamshedpur	2,700	3,26,700	Discharge of workers and suspension of one worker.
Premier Automobiles Ltd., Bombay	4,723	4,21,223	Demand for reinstatement of discharged workers
Tisco (Pvt.) Ltd., Jamshedpur	28,655	3,19,033	Demand for increase in wages and recognition of union.
Buckingham & Carnatic Mills, Madras	14,685	2,63,165	Proposed reduction of 8 days wages
Bombay Municipality	24,596	1,09,566	Demand for increase in dearness allowance
Ports of Calcutta, Bombay, Madras and Vizagapatam	68,319	7,04,501	Implementation of Chowdhury Commission's report.
Combodia Mills Ltd., Coimbatore	1,760	1,62,990	Retrenchment of 248 badh workers
Biri Merchants Establishments of Aurangabad and Dhulian in Murshidabad.	20,000	2,20,000	Demand for payment of minimum wage at the rate fixed by the Minimum Wages Committee.
Calcutta Tramways Co., Mission Row, Calcutta.	10,000	3 60,000	Demand for increase in wages, dearness allowances etc.
Plantations in Kerala	43,003	6,20,388	Bonus issue.

### 5. Analysis by Duration

The number of terminated industrial disputes classified by duration is given in the Table III. It may be stated that duration

represents the potential working days during the course of a work-stoppage and does not include Sundays and other scheduled holidays. About 67 per cent of the work-stoppages which ended in 1958 and for which the relevant information was available lasted not more than 5 days each. The disputes continuing for a month or more accounted for only about 8 per cent of all disputes. The percentage distribution of industrial disputes by duration during 1959 did not show any marked variation from that in 1957.

#### 6. Analysis by Workers Involved and Time-loss

Table IV shows distribution of the work-stoppages by number of workers involved and man-days lost. It will be seen that a large number of disputes constituting 81 per cent of the total for which the relevant information was available, involved less than 500 workers. Only 9.4 per cent of the work-stoppages involved 1,000 or more workers. More of these work-stoppages accounted for larger time-losses, as can be normally expected. About 93.5 per cent of the work-stoppages accounted for a time-loss of less than 10,000 man-days.

#### 7. Analysis by Causes

The classification of work-stoppages by causes is shown in the table V. Work-stoppages due to grievances relating to "Wages and Allowances" were the highest in number followed closely by those relating to "Personnel". They together formed, in relation to the cases for which the relevant information was available, about 60.0 per cent of the disputes, 59.0 per cent of total workers involved and 67.9 per cent of total man-days lost. The corresponding figures for 1957 under the same causes were 57.4 per cent, 46.8 per cent and 49.7 per cent, respectively. It will also be seen that the proportion of the disputes relating to bonus and the proportion of workers involved and man-days lost therein were much less in 1958 than in 1957.

#### 8. Analysis by Results

The statistics of industrial disputes terminating during the year and classified according to results are shown in Table VI. By "result" is meant the extent to which the employees' demands were met. Thus, the result is judged from the point of view of employers for the purpose of these statistics. Of the total number of disputes for which the relevant information was available, 28.1 per cent were unsuccessful from the employees' point of view, 32.3 per cent were decided in their favour and another about 15.9 per cent resulted in their favour partially. In about twenty-four per cent of the disputes, work was resumed without any final decision having

been reached. In such cases the matter might have been under further negotiation or under reference to an industrial tribunal, etc. It will be seen that the percentage of disputes which were either successful, partially successful or indefinite was slightly higher, when compared to the position of the previous year. The percentage of "Unsuccessful" cases decreased. The percentages of workers involved and time-loss in unsuccessful disputes declined from 32.1 per cent and 27.2 per cent respectively in 1957 to 21.4 and 22.9 per cent respectively in 1958. This percentage in 1958 increased sharply in case of "Indefinite" disputes when compared to the year 1957.

### *9 Analysis by Normal Employment Size of Unit affected*

Terminated industrial disputes by the normal employment size of the units affected are given in the Table VII. The number of workers normally employed is taken to be the number of workers employed on the last regular working day of the month preceding to the one in which the work-stoppages took place—excluding workers employed on special item of work not normally carried on by the employer. It would be observed that about 61.2 per cent. of the disputes involved units employing 100 or more workers during the year under review. The units employing 1,000 or more workers were responsible for about 18.5 per cent of disputes involving 79.0 per cent of total workers and 77.9 per cent. of the total time-loss.

### *10 Analysis by Method of Settlement and Results*

Table VIII gives an analysis of the number of the terminated disputes by method of settlement and results. Slightly more than 50 per cent of the disputes, for which relevant information was available, terminated as a result of intervention by Government. The number of disputes terminating through mutual settlement formed about 25 per cent of the total and those which terminated on the basis of voluntary resumption of work also formed slightly less than 25 per cent of the total. Most of the cases of voluntary resumption of work by the employees were unsuccessful or indefinite from the point of view of workers, whereas a large proportion of disputes terminating through the conciliation and mediation by Government was successful or partially successful from the point of view of employees. In the case of disputes terminating through mutual settlement also, a larger proportion was successful or partially successful from the point of view of workers.

### *11. Analysis of Lock-Outs*

The data presented in Table I includes both strikes and lock-outs. It is some what difficult to compile statistics separately for

strikes and lock-outs because sometimes disputes commencing in strikes turn into lock-outs and *vice versa*. However, all the disputes in which lock-outs were declared at some stage or other have been taken together and the statistics for such disputes are presented in Table IX. When the figures of this table are compared with those of Table I, it is seen that disputes in which lock-out was declared at any stage accounted for 33.7 per cent of the total time-loss in all industrial disputes during the year 1958 although by number they formed only 8.0 per cent. The average time-loss per dispute of this type was 21,469 man-days as against the average time-loss of 3,690 per strike. The time-loss due to lock-outs was high in West Bengal, Madras, Kerala, Bombay and Bihar during the year under review. As compared to the previous year the time-loss due to lock-outs decreased in Assam, Kerala, Madhya Pradesh, Madras, Orissa and Uttar Pradesh. In 1958, there was no lock-out in Assam and Punjab. Bihar and Bombay registered higher time-loss in 1958 although the number of lock-outs was less as compared to 1957. The average time-loss per lock-out, increased in Andhra, Bihar, Bombay, Mysore, West Bengal and Tripura and decreased in other States.

## 12 Analysis of Disputes in Central Sphere Undertakings

Table X shows statistics of industrial disputes in central sphere undertakings which are included in Table I. In this sphere the Industrial Relations Machinery of the Central Government is the competent authority for intervention in the events of industrial unrest. This includes all Central Government owned establishments, Railways, Ports, Banks and Insurance Companies, Mines and Oil Fields. Disputes in this sphere accounted for 18.7 per cent of the total number of disputes, 23.4 per cent of the total number of workers involved, and 20.0 per cent of the total number of man-days lost. During the preceding year these percentages were 16.7, 18.3 and 21.7 respectively. During the year under review 54.4 per cent, of the total disputes in the Central Sphere occurred in the Mining sector involving, 36.5 per cent of the total number of workers and 41.2 per cent, of total man-days lost in the central sphere. The highest man-days lost and the number of workers involved in disputes in the Central Sphere were in Ports claiming 50.9 and 52.6 per cent respectively of the corresponding totals. Although in the Banking and Insurance sector the number of disputes were significant but the number of employees involved and man-days lost were comparatively low. As compared to 1957, time-loss decreased in all the sectors of the central sphere except Ports and Railways. Taking the overall position, the number of disputes, workers involved and man-days lost increased by 4.8 per cent, 33.3 per cent and 11.8 per cent respectively during 1958, as compared to the previous year, in the Central Sphere.

TABLE I  
Disputes by States, 1957 and 1958

State	1958					1957					Incidence of Time loss in the Manufacturing sector during 1957		
	No of Disputes	No. of Workers Involved	No of Man days Lost	Time loss per Dispute	No. of Disputes	No of Workers Involved	No. of Man-days Lost	Time loss per Dispute	Man days Worked	Man-days Lost	Man days Lost as Per cent time of Man days Scheduled to Work		
Andhra	59	25,121	69,742	1,691	91	31,594	2,33,369	2,581	4,35,47,182	1,15,359	0.26		
Assam	24	17,826	67,132	2,797	28	17,402	1,15,052	4,130	1,32,70,287	4,394	0.03		
Bihar	138	86,237	9,77,110	7,681	116	80,831	9,02,277	8,205	4,98,01,612	3,70,026	0.74		
Bombay	254	2,46,100	18,24,741	5,216	319	1,91,767	9,79,771	2,758	28,72,47,533	6,77,909	0.24		
Jammu & Kashmir	2	440	4,509	2,280	—	—	—	—	—	—	—		
Kerala	208	1,09,479	10,73,733	5,138	270	1,87,985	10,04,856	4,018	4,10,12,320	7,09,319	1.91		
Madhya Pradesh	60	18,009	1,71,300	2,822	53	25,776	1,03,624	3,057	3,68,31,845	1,23,016	0.34		
Madras	237	90,567	7,42,964	3,135	242	1,16,877	7,19,633	9,913	8,70,48,190	6,81,771	0.78		
Mysore	72	41,745	4,16,260	5,781	93	49,954	3,65,309	3,928	3,70,38,968	1,40,447	0.39		
Orissa	12	8,490	1,36,208	13,022	7	6,970	2,73,996	3,913	71,39,081	23,176	0.33		
Punjab	14	3,976	10,148	725	13	4,864	6,114	470	2,56,67,385	6,060	0.02		
Rajasthan	25	6,491	78,712	3,140	27	7,629	31,505	1,167	1,14,48,670	10,298	0.02		
Uttar Pradesh	101	16,910	1,14,942	1,138	88	31,894	2,39,370	2,711	8,04,67,868	2,17,073	0.27		
West Bengal	269	2,04,706	25,36,217	9,428	231	1,16,048	13,41,364	7,807	19,58,11,808	7,31,867	0.37		
Andaman & Nicobar Islands	2	2,126	19,188	9,594	3	3,550	43,050	14,350	7,76,665	—	—		
Delhi	44	10,003	20,264	461	65	14,118	47,919	737	1,70,74,668	10,959	0.10		
Tripura	2	442	4,354	2,227	9	1,392	2,840	316	4,61,846	167	0.04		
TOTAL	1,524	9,28,566	77,97,555	5,117	1,630	8,89,371	64,29,319	3,944	97,59,68,420	39,22,831	0.40		

TABLE II  
Disputes Classified by Industries, 1957 and 1958

Industry	1958				1957				Man days Lost as Per cent of Man days Scheduled to Work
	No. of Disputes	No. of Workers Involved	No. of Man-days Lost	No. of Disputes	No. of Workers Involved	No. of Man-days Lost			
1	2	3	4	5	6	7	8		
O. Agriculture and Allied Activities									
1, Plantations	110	1,33,653	9,83,314	176	1,30,633	5,66,869	—		
2, Others	99	1,30,147	9,46,070	146	1,25,878	5,14,088	0.13		
	11	3,316	37,244	10	4,755	52,781	—		
I—Mining & Quarrying									
1, Coal	155	79,294	6,47,731	127	94,198	10,27,353	—		
2, Others	71	31,083	2,54,527	57	23,792	6,67,176	0.53		
	84	48,211	3,89,004	70	70,006	4,59,177	0.54		
II—Manufacturing									
1, Sugar Mills	860	4,69,812	40,45,889	946	5,38,274	39,22,831	0.40		
2, Hydrogenated Oil Industry	11	4,958	25,103	16	6,281	35,075	0.13		
	1	360	23,400	4	380	8,023	0.49		
3, Belt Industry	51	25,802	2,88,697	58	18,718	2,10,025	0.21		
4, Cigarette	9	6,563	10,518	5	259	634	0.03		
5, Cotton Mills	172	1,94,907	10,24,810	276	2,40,193	14,86,619	0.58		
6, Jute Mills	20	4,223	2,75,672	16	29,498	4,16,750	0.52		
7, Silk Mills	25	3,565	15,092	27	2,074	16,951	0.66		
8, Woollen Mills	4	773	12,353	4	1,036	18,613	0.39		
9, Coor Factories	12	5,299	29,729	14	11,776	37,706	0.38		
10, Paper Mills	9	3,804	65,963	6	4,034	70,060	0.61		
11, Leather & Leather Products	15	4,134	7,004	16	498	705	0.01		

TABLE II—contd.

1	2	3	4	5	6	7	8
12. Heavy Chemicals	7	455	1,862	5	1,960	47,289	1.41
13. Metals	12	2,379	8,115	13	2,287	22,408	0.33
14. Cement	4	387	3,307	13	7,319	50,430	0.38
15. Miscellaneous Industries	10	1,516	11,382	5	1,736	1,626	0.02
16. Engineering (Except Iron & Steel)	154	30,674	7,78,608	141	53,914	3,78,779	0.18
17. Iron & Steel	33	64,222	5,71,924	35	35,647	2,61,414	0.77
18. Others	289	47,921	6,92,170	288	1,16,001	8,66,330	0.33
IV—Construction	30	29,969	4,23,701	20	11,881	39,002	—
V—Electricity, Gas, Water and Sanitary Services	96	45,433	2,71,889	69	32,945	1,45,429	—
VI—Commerce	63	10,163	13,632	62	16,103	1,62,241	—
1. Wholesale and Retail Trade	3	182	88	6	245	621	—
2. Banking and Insurance	61	9,961	13,282	48	15,323	1,60,782	—
3. Others	1	19	262	8	535	838	—
VII—Transport, Storage and Communications	79	1,46,544	12,07,284	100	39,088	1,85,449	—
1. Docks and Ports	37	1,14,232	7,92,082	48	22,324	51,324	—
2. Railways (Excluding Workshops which go under Manufacturing)	11	3,432	20,909	16	2,455	5,096	0.004
3. Others	31	24,860	4,22,293	36	13,309	1,28,129	—
VIII—Services	17	2,569	6,509	27	7,348	1,98,104	—
IX—Miscellaneous	112	20,117	1,41,036	123	19,931	2,83,141	—
TOTAL	1,524	9,28,566	77,97,385	1,030	8,89,371	61,29,419	—



TABLE III

*Terminated Disputes Classified by Duration during 1958*

Duration	No. of Terminated Disputes	Percentage to Total	
		1958	1957
A day or less . . . . .	528	35.6	36.6
More than a day upto 5 days . . . . .	461	31.0	30.0
More than 5 days upto 10 days . . . . .	170	11.4	12.5
More than 10 days upto 20 days . . . . .	138	9.3	9.3
More than 20 days upto 30 days . . . . .	74	5.0	4.4
More than 30 days . . . . .	114	7.7	7.1
Not known . . . . .	5	—	—
<b>TOTAL</b> . . . . .	<b>1,490</b>	<b>100.0</b>	<b>100.0</b>

*N B*—Percentages given in the above table are based on the disputes for which the relevant information is available

TABLE IV

*Terminated Disputes Classified by Number of Workers Involved and Man-days Lost during 1958*

No. of Workers Involved	Number of Man-days lost						Total
	Less than 100	100 or more but less than 1,000	1,000 or more but less than 10,000	10,000 or more but less than 50,000	50,000 or more	Not known	
Less than 50 . . . . .	253	136	25	1	—	—	435
50 or more but less than 100 . . . . .	107	116	45	1	—	1	270
100 or more but less than 500 . . . . .	42	294	146	15	—	—	497
500 or more but less than 1,000 . . . . .	3	47	67	23	1	—	141
1,000 or more . . . . .	—	12	76	23	26	—	137
Not known . . . . .	—	—	—	—	—	8	8
<b>TOTAL</b> . . . . .	<b>405</b>	<b>625</b>	<b>359</b>	<b>65</b>	<b>27</b>	<b>9</b>	<b>1,490</b>

TABLE V  
Disputes Classified by Causes, 1957 and 1958

Cause	1958				1957							
	No. of Disputes		Workers Involved		Man-days lost		No. of Disputes		Workers Involved		Man-days Lost	
	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total
Wages and Allowances	404	30.5	3,40,619	76.8	31,00,570	39.8	460	29.6	2,10,380	24.3	10,00,374	30.3
Rent	173	11.5	1,15,209	12.4	10,46,921	13.4	211	13.6	2,37,087	27.4	11,01,089	17.4
Personal	443	29.2	2,01,021	22.2	21,91,225	28.1	432	27.8	1,94,679	22.5	12,24,603	19.4
Retrenchment	56	3.8	14,879	1.6	1,02,140	1.3	49	3.1	21,888	2.8	4,60,149	7.6
Leave and Holidays of Workmen	47	3.2	23,876	2.6	74,811	1.0	78	6.0	31,013	3.6	10,600	1.7
Others	331	21.8	2,27,133	24.4	12,75,816	16.4	326	20.9	1,68,147	19.4	11,87,438	23.6
Not known	10	—	1,060	—	6,066	—	74	—	24,376	—	1,29,155	—
TOTAL	1,524	100.0	8,28,568	100.0	77,97,585	100.0	1,630	100.0	8,89,371	100.0	64,20,319	100.0

N.B.—% percentages given in the above table.

N.B.—Percentages given in the above table are based on the disputes for which the relevant information is available.

TABLE VI  
Terminated Disputes Classified by Results, 1957 and 1958

Result	1958						1957					
	No. of Disputes		Workers Involved		Man days Lost		No. of Disputes		Workers Involved		Man days lost	
	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total	Number	Percentage to Total
Successful	470	32.3	1,42,884	15.7	14,53,311	18.5	476	30.8	2,24,849	26.0	18,84,197	29.7
Partially Successful	242	15.9	1,29,668	14.2	13,95,260	17.8	234	15.0	1,28,730	14.9	12,00,740	19.1
Unsuccessful	409	28.1	1,61,311	21.4	17,49,260	22.9	520	43.4	2,77,244	32.1	17,24,408	27.2
Indefinite	346	23.7	4,43,631	47.8	32,40,094	40.8	423	26.8	2,33,110	27.0	15,11,377	24.0
Not known	33	—	11,833	—	35,241	—	31	—	11,910	—	23,045	—
TOTAL	1,490	100.0	9,21,727	100.0	78,83,046	100.0	1,588	100.0	8,75,849	100.0	63,53,716	100.0

N.B.—Percentage given in the above table are based on the disputes for which the relevant information is available

TABLE VII

*Terminated Disputes Classified by Normal Employment Size of the Units Affected, 1957 and 1958*

Employment Group	1958			1957		
	No of Disputes	N of Workers Involved	No of Man day Lost	No. of Disputes	No of Workers Involved	No. of Man-days Lost
Less than 50	336	8,515	97,675	205	7,763	1,00,198
50 or more but less than 100	237	14,830	1,55,403	218	13,096	1,41,912
100 or more but less than 500	433	81,831	7,15,210	438	88,721	8,17,851
500 or more but less than 1,000	195	87,117	7,50,693	201	1,00,375	9,21,364
1,000 or more	276	7,28,495	61,37,978	380	6,59,148	43,40,902
Not known	13	939	6,147	57	6,746	25,489
<b>TOTAL</b>	<b>1,400</b>	<b>9,21,727</b>	<b>78,83,046</b>	<b>1,388</b>	<b>8,75,849</b>	<b>63,53,716</b>

TABLE VIII

*Terminated Disputes Classified by Method of Settlement and Results during 1958*

	No. of terminated disputes	Successful	Partially successful	Unsuccessful	Indefinite	Not known
<i>Government Intervention</i>						
Mediation or conciliation	687	309	141	119	104	14
Adjudication	82	—	2	3	17	—
<i>Mutual Settlement</i>						
Direct negotiation	336	143	52	46	65	1
By third party	12	4	—	1	7	—
Arbitration	5	1	—	—	4	—
<i>Voluntary resumption</i>						
By Employees	347	5	4	236	100	2
By Employers	1	—	—	—	1	—
<b>TOTAL</b>	<b>1,410</b>	<b>461</b>	<b>259</b>	<b>405</b>	<b>298</b>	<b>17</b>

TABLE IX  
Lock-outs by States, 1957 and 1958

State	1958					1957				
	No. of Lockouts	No. of Workers Involved	No. of Man days Lost	Man days Lost per Lock out	No. of Lockouts	No. of Workers Involved	No. of Man-days Lost	Man days Lost per Lock-out		
Andhra	1	170	935	935	1	200	100	100		
Assam	—	—	—	—	3	944	10,572	6,524		
Bihar	9	35,447	6,75,010	75,001	10	7,452	2,31,972	23,197		
Bombay	11	6,826	4,69,925	42,720	15	23,009	3,73,661	23,537		
Kerala	15	1,910	39,878	2,659	25	47,895	4,19,688	10,788		
Madhya Pradesh	2	176	7,548	3,774	4	9,605	69,679	14,420		
Madras	20	21,405	3,34,958	16,748	25	48,978	4,65,094	18,604		
Mysore	6	13,050	1,67,782	27,964	10	1,463	63,945	6,395		
Orissa	1	307	3,684	3,684	4	2,278	2,34,485	50,121		
Punjab	—	—	—	—	1	75	600	600		
Rajasthan	1	710	5,659	5,659	—	—	—	—		
Uttar Pradesh	9	2,371	32,657	3,629	6	11,129	1,24,660	20,778		
West Bengal	47	64,906	8,86,271	18,857	47	34,473	6,91,220	14,707		
Tripura	1	255	4,080	4,080	1	24	168	168		
TOTAL	123	1,48,038	26,28,377	21,369	152	1,87,535	20,64,248	17,528		

TABLE X

*Disputes in the Central Sphere Undertakings, 1957 and 1958*

	1958			1957		
	No of Disputes	No of Workers Involved	No of Man days Lost	No. of Disputes	No. of Workers Involved	No. of Man days Lost
Factories Including Work-shops,	9	4,290	36,098	19	16,993	1,15,601
Major Ports . . . .	37	1,14,232	7,92,082	48	22,324	51,324
Railways (Except Work-shops),	11	3,452	50,909	16	2,455	5,996
Mines . . . . .	155	79,294	6,43,531	127	94,198	10,23,333
Banks & Insurance Companies,	61	9,963	13,282	48	15,323	1,60,782
Others . . . . .	12	5,944	21,216	14	11,611	33,163
<b>TOTAL . . . . .</b>	<b>285</b>	<b>2,17,175</b>	<b>15,67,118</b>	<b>274</b>	<b>1,62,904</b>	<b>13,92,219</b>

### **SUPERVISORY TRAINING IN GOVERNMENT OFFICES—EXPERIMENT IN THE UNION MINISTRY OF LABOUR AND EMPLOYMENT**

(Parts I to III of this article have appeared in the May 1959 issue of the *Indian Labour Gazette*. This is the concluding portion of that article—Editor.)

#### **IV—INSTRUCTION**

Ability to train subordinates is one of the entries in the confidential reports of Section Officers, who form the main category of first level supervisors in the Government of India Secretariat. Responsibility for training their staff is thus recognised to be one of the most essential features of supervision in Government offices.

**Weak members**—In group after group in the Relations programme, there were demonstrations in which one member or other of the staff was said to be not good enough. A reliable assistant, lacking in judgment, was purchasing stores of poor quality. A newly promoted assistant was punctual and obedient, but his capacity for work was poor both in quality and quantity. An assistant of a submissive type was inefficient, his language and referencing being poor. The standard of work of an assistant was low because his past service was in the executive line. Another assistant was below the Secretariat standard because he was working in a subordinate office. A technical assistant was keeping files badly and his noting was poor. Analysing these problems, the groups felt that in most of the cases of this type, better work could be obtained by more guidance and better instructions, instructions on the lines of the principles discussed and practised in the Instruction programme. It should be possible for supervisors to pay greater attention to such weak members, because capable and experienced members require comparatively lesser attention.

*Instruction Demonstrations*—In the demonstrations in the Instruction programmes, one participant plays the role of a supervisor and another that of an assistant or a clerk, and an actual instruction is enacted before the group. The subject matter for the instruction is selected by the former from the actual work in his Section, such as collection of information on a subject, preparation of a note, draft or a statement, re-examination of a case, etc. The setting for the instruction is also selected by him from out of several situations that usually arise in his Section such as an assistant or a clerk, either new or new to the subject requiring an instruction, an assistant or a clerk required to be corrected and so on. In this way each demonstration in an Instruction programme gives practice to the supervisors in the following preliminary steps, which are essential if work is to be got done correctly, quickly and conscientiously:—

- (i) To organise one's mind by breaking down the proposed instruction into stages and key points so as to ensure quick absorption by the person for whom the instruction is intended;
- (ii) To take care to see that the latter is in a receptive mood, and is not embarrassed or inattentive,
- (iii) To instruct clearly, completely, patiently, one stage at a time, with appropriate stress on key points;
- (iv) To check up that the instruction has been completely understood.

*Why Instructions fail*—After each demonstration, the group discusses the performance of the supervisor with reference to the points mentioned above. By thus observing their colleagues, and by hearing their frank but friendly criticism, the participants become aware of the flaws in their own behaviour which they have not recognised before. A few of the faults which were mentioned by the groups after the demonstrations, are follows —

- (i) Failure to ensure that instruction is really necessary,
- (ii) Trying to get an admission that the man receiving the instruction is wrong,
- (iii) Too much speed;
- (iv) Absence of a little pause after each stage,
- (v) Lack of patience,
- (vi) Omission of important details,
- (vii) Confused with too much detail, or too detailed to encourage initiative,
- (viii) Inclusion of irrelevant matter;
- (ix) Too many directions at a time;
- (x) Indulging in an argument instead of discussion;
- (xi) Instruction from one high and mighty,
- (xii) Failing to give reasons why, in cases where it would be beneficial to do so
- (xiii) Failure to ensure that the man receiving the instruction takes notes, where that would be helpful, and
- (xiv) Taking it for granted that the instruction has been understood, i.e. failure to check up what exactly has been understood.

*Important points in giving instructions*—Some of the conclusions arrived at by the groups are mentioned below:—

- (i) No instruction should be given till the supervisor is clear as to what is wanted
- (ii) Supervisors should pay special attention to the initial training on the job of new men as the attitude they form during their early days will have a lasting effect;
- (iii) A little time spent in helping and guiding a subordinate will save a lot of time later, even though it may sometimes appear easier to do a job oneself than to instruct a man to do it or to re-do-it,
- (iv) Supervisors should dissuade their non-technical staff from being contented with the routine disposal of a case and should encourage them to acquire a general appreciation of the subjects they handle,
- (v) Instruction by asking for suggestions, or by discussion or by saying "shall we work it this way" is likely to be more fruitful in the case of an experienced employee;
- (vi) Supervisors should develop the habit of discussing important and difficult problems with their immediate subordinates and their immediate seniors with a view to settling a method of approach for tackling the problem;
- (vii) When a junior supervisor is asked by a senior to speak on a case, the former should welcome it as an opportunity to create a favourable impression about his ability;
- (viii) In correcting errors, tone and attitude are important, and the supervisor should adopt a positive and helpful approach;
- (ix) A supervisor should not be sarcastic and should not show impatience at the failure of a man to grasp what is being put across,
- (x) In trying to improve the performance of subordinates (i.e. in trying to help them to get over remediable defects) it would be good to fix dates by which improvements should be brought about, and then work to that end,
- (xi) Imperfect interpretation of an instruction will lead to misunderstandings and trouble and it is important to ensure complete understanding of any instruction, and
- (xii) Time could be saved by preparing standard break-downs made up of stages and key points, for items of work such as arrangements for periodic meetings, arrangements for periodic training courses, procedure for amendment of labour laws or rules, scrutiny of requests for cycle advances or for loans from Provident Funds, handling of requisitions for office equipments, etc.

#### V—TRAINING NEEDS

During the discussion at the end of every training programme, the supervisors have been freely expressing their views and making suggestions on various aspects of training. The more important of these may be summarised as follows:—

- (1) The training programmes should be presented to senior officers also;



- (ii) Training should be imparted to all the supervisory staff;
- (iii) Groups of members drawn from different offices of the Ministry are better than groups formed from one and the same office;
- (iv) Trained supervisors should be brought together periodically for group discussions;
- (v) The programmes should be extended to other Government offices,
- (vi) Non-supervisory staff should be given training in rules and regulations, method improvements, conduct and behaviour etc., and
- (vii) There should be rewards for outstanding improvements.

*Senior Officers*—At the end of the training programmes some supervisors refer to one or other of the following two difficulties viz., (i) Even though the supervisory principles discussed and practised are practical and are worth practising, there may be some initial difficulty, because not being accustomed to these methods so far, a supervisor may take time in applying them, (ii) They might fail to apply the principles because of pressure of work

As against this, the following views have been expressed sometimes by the same members and sometimes by other members—(i) Time can be saved by getting a full day's work from all members of the staff by better training by elimination of unnecessary work and by better relations, (ii) Some methods of work may have to be short circuited in special emergencies but they should make the principles their second nature particularly when dealing with problem cases, and (iii) In spite of the burden in the beginning, progress will gather momentum, if they practise more and more

The general conclusion therefore has been that supervisors must strive to acquire a high degree of supervisory skill by conscious practice on day to day work, and that senior officers should help and encourage them in this. This accounts for the suggestion made by several groups of supervisors, both senior and junior, that the training programmes should be presented to senior officers also. In fact, it is only the immediate senior who can effectively stimulate the junior supervisor to adopt good supervisory practices, in the face of the stress and strain of daily work.

*Full coverage*—Experience shows that good supervisors welcome supervisory training because it enables them to improve their standard of performance. Bad supervisors are not enthusiastic, because of the effort and discipline required to apply the principles in practice. One Relations group of junior supervisors said that training of all the supervisory staff is important because thereby a tradition and a climate would be created by which even a bad supervisor would try to become better. When once therefore, a decision is taken to introduce training in any organisation efforts should be made to give it to every one, who is likely to benefit from it.

*Composition of groups*—In the first Instruction group of senior officers, it was decided that the training groups in the Ministry should

be composed of officers drawn from the Secretariat of the Ministry and from its attached offices in Delhi, such as the Directorate General of Resettlement and Employment, Employees' State Insurance Corporation Office of the Chief Adviser, Factories, Office of the Chief Labour Commissioner (Central), and the Office of the Central Provident Fund Commissioner. Junior supervisors have appreciated this decision as the following reactions of theirs will show:—

- (i) Groups of members drawn from different offices of the Ministry are better than groups of members from one and the same office
- (ii) Discussions in a group composed of colleagues from different Departments and Sections of the Ministry have provided an opportunity to get the best of each one and to learn from one another. This would help better discharge of duties

Groups composed of officers drawn from different offices of the Ministry emphasise the unity of the Organisation. Presence of some Secretariat staff and of some non-Secretariat staff in each group helps also to bring about a better understanding between the administrative staff and the technical staff.

In regard to the supervisory levels of the participants, one group of middle level officers said that presence of different levels of supervisors in the same group would enable the senior officers and the junior officers to understand each other's difficulties. While this may be all right for condensed programmes in which only the principles are discussed, groups of officers of more or less the same level are likely to be more successful in the case of full programmes, in which demonstrations are also taken up.

*Follow up*—It was said in one senior Relations group that the trained supervisors should after some time be brought together for an hour or two to see how far they have been successful in applying the principles on their day to day work. One senior Methods group also said that the supervisory staff should be brought together periodically for group discussions of this type.

The request for opportunity for meeting periodically has also been voiced by five junior groups. The purpose of such periodic meetings was stated by them to be to enable them to exchange ideas and experiences of common interest, such as application of supervisory techniques in actual practice, difficulties faced in supervision, etc. They said that supervisors have not so far been having opportunities of this kind to meet and discuss common problems, and that periodic programmes of this type would tone up standards of supervision.

Training is not a function to be carried out just for a limited period. If it is to be effective, it has to go on continuously. To arrange for periodical meetings of trained supervisors, would be one way of maintaining the continuity of training. This will be as useful as refresher training.

*Extension to other Government Offices*—The general opinion of those who have participated in the programmes is that even though supervisors in Government offices have to do original work in their

capacity as senior knowledgeable persons, they must develop supervisory skills and that training would help them in this. They have accordingly made the following two suggestions —

- (i) Each Ministry may have a Training Officer.
- (ii) The training programmes may be included in the training course for Section Officers conducted by the Secretariat Training School.

Both these suggestions are complementary. It will take a considerable time if the large numbers of existing supervisors in various Government offices are to be covered through the Secretariat Training School. Every Ministry is therefore likely to need a Training Officer of its own. Whatever may be the method, every officer who occupies or is to occupy positions involving control of others should be assisted to understand the nature of supervisory duties and should be given some guidance on the handling of subordinates. This was one of the views expressed by the Committee on the training of civil servants set up in the United Kingdom in 1944, under the Chairmanship of Sir Ralf Assheton, then Financial Secretary to the Treasury. It seems to apply equally well to the civil service in India.

**Non-supervisory staff**—The supervisory staff who have participated in the training programmes have been suggesting that there is need for introducing some such training for the non-supervisory staff also. Their ideas may be summarised as follows —

- (i) Some arrangements for the training of new assistants and clerks in office procedure and work may be taken in hand in those offices where there are no such arrangements.
- (ii) Every assistant should be given the Methods programme a beginning being made with senior assistants, and assistants passing through the Secretariat Training School.
- (iii) Persons supervised may be given training not only in rules and regulations but also in regard to their conduct and behaviour, responsibility, etc.

Training should prepare the non-supervisory staff to do their work efficiently, by giving them the necessary knowledge about rules and regulations, by developing in them the requisite skills such as skill in noting, drafting, organising, good methods of work, etc., and by generating in them an attitude of willingness, co-operation, and responsibility. These training needs are likely to be met most effectively if, in the case of employees at certain basic levels, such as clerks, assistants, etc., simultaneous attempts are made to teach the necessary knowledge and skills and to develop the right attitude towards work. Here again, simultaneous training in all the Ministries and through the Secretariat Training School is likely to be more effective, if all the staff are to be trained quickly.

**Apprehensions and rewards**—Reference has already been made to the fact that some supervisors are reluctant to bring up demonstrations for practice in the groups for fear that group discussions may expose weaknesses in their sections. Another apprehension which was expressed in an Instruction group was that if a supervisor follows the principles of instruction, the staff would no doubt do good work but that the senior officers would think that the supervisors are doing precious little. A third fear expressed in Methods groups was that

improvement of methods and consequent elimination of unnecessary work might give rise to the question of reduction of staff, so long as staff requirements are judged on the basis of statistics of receipts. The answer to these difficulties seems to lie in the following two suggestions, the first of which was made in a senior Instruction group and the second in a junior Methods group:—

- (i) Remarks relating to skill in instruction, skill in improving methods and skill in leading should be made in the confidential report of the supervisory staff,
- (ii) Improvements effected as a result of the training should be assessed and rewards given for outstanding improvements

#### VI—RESULTS OF TRAINING

As supervisors form a link in the chain of administration, any training given to them will have effect on themselves, on their staff and on the Department as a whole. Supervisors, who participated in the training programmes in the Ministry had something to say on all these aspects.

**Better supervisors**—The first and the most direct beneficiaries of the training are the trained supervisors themselves, because it helps them personally. One group said that it would have been helpful, if they had known these principles earlier. Another group expressed the view that the training is of special interest to them, because their difficulties have increased these days, people being generally conscious more of their rights than of their responsibilities. A third group said that the training would be useful to them not only in their present posts, but also in the higher posts to which they might be promoted later. In their words, the training has helped them to be aware of the following responsibilities:—

- (i) To improve their general outlook, to understand each other's difficulties, to widen their range of vision and to develop a critical and an analytical attitude,
- (ii) To acquire self-discipline, and to reduce disciplinary proceedings,
- (iii) To mould the attitude of the staff so as to develop their sense of responsibility and discipline, to stimulate their pride and satisfaction in work, and to get better work smoothly,
- (iv) To tackle problems methodically and confidently and to ensure continuity of efficient performance even in times of pressure;
- (v) To devote more time for planning and supervision, to do better work and to become better supervisors

**Better work and better atmosphere**—With regard to the benefit that the staff derives from the training given to the supervisors, the views of the trained supervisors were as follows:—

- (i) There are reasonable chances of weaker members of the staff showing improvement in their performance;
- (ii) There will be better understanding and co-operation between the supervisors and their staff, and a greater degree of happiness, peace and satisfaction

*Benefits to the Department*—The views of the participants in regard to the benefits accruing to the Department as a result of supervisory training may be summed up as follows —

- (i) The programmes focus attention on certain systematic principles which good supervisors follow, and will serve to arrest deterioration in the sense of responsibility and discipline, in the methods of work and in the supervision obtaining in Government offices,
- (ii) Training will help to change the attitude of the supervisor from one of resignation to dull routine to that of a questioning frame of mind resulting in initiative through anticipation and analysis, the former approach is easy for the individual but is largely ineffective; the latter is difficult, but often productive of results,
- (iii) Little improvements even on small items of work would collectively make a major contribution towards economy and efficiency;
- (iv) The instruction programme does a lot of good in that it shows why instructions sometimes fail and how by giving better instructions, better work can be secured both in terms of quality and speed;
- (v) The Methods programme directs thoughts to methods of work which otherwise go unnoticed, points out that there is plenty of scope for improvement and demonstrates that time and labour can be saved by eliminating unessential work and simplifying essential work,
- (vi) The Relations programme not only brings about the realisation that few supervisors are observing the principles at present, but also the conviction that staff relations can be strengthened by applying the principles discussed and practised.

*Results*—What has been said above are the general views of groups of supervisors, but not of each and every individual supervisor who has participated in the programmes. Whether expressed or implied, the attitude of individual supervisors can be classified broadly under the following four categories.—

- (i) The principles are good, and they will be of help in actual work,
- (ii) The principles are good, but they are already being applied;
- (iii) The principles are good, but they cannot be applied because of pressure of work,
- (iv) The principles are good but their practice must start from the top

One encouraging feature is that in every group there are some supervisors belonging to the first category. The purpose of the training is to help and encourage them and to attempt to modify the attitude of the rest. In other words, the training tries to divert the attention of all supervisors from the minimum that is required to the best that can be achieved. To focus on the minimum stifles initiative. To aim at the best builds it up. But results of attempts to modify attitudes in this manner, particularly in administrative offices of Government will not be spectacular and will be difficult to measure.

The following quotation from the book "Training the Supervisors" published in 1956 by the United States Civil Service Commission will be of interest in this connection:—

"There is a tendency to expect too much from short, formal training courses. We cannot look for large results from one-shot courses, nor dramatic changes in the basic social behaviour of people on the basis of a few weeks of training. Supervisory training is a slow and cumulative process, which when intelligently and regularly applied tends in time to bring improvement in the work performance of employees. What we can look for is interest on the part of the trainees and some indications of progress toward established goals"

## VII—SUMMARY

I. During a period of fifteen months from January, 1958 to April, 1959, thirty-eight discussion groups were held in the Ministry of Labour and Employment with a total of 469 participants, made up of 188 individual officers. Fifty-two per cent. of them participated in full ten-hour programmes, and the rest in condensed programmes. The participants accounted for 88 per cent of all the officers in the Secretariat of the Ministry and in its offices in Delhi. At the level of Section Officers who form the main category of supervisors at the lower levels, participation was as high as 91 per cent, 89 per cent of this being in full ten-hour programmes.

On the 7th April, 1959 there were only about a dozen supervisors of the Ministry in Delhi, who had not participated in any of the three programmes. There were about 16 who had attended one programme but not the remaining two, and about 32 who had participated in two programmes, but not in the third. The main reasons for non-participation were absence on leave or on tour, pressure of work or immediate work, or inability of the immediate Supervisor to spare his junior. It is possible to reach most of these officers by arranging special sessions to suit their convenience.

The reasons mentioned above were the source of a good deal of difficulty in fixing up participants for each group. It was, however, possible to make progress, because of the encouragement which the senior-most officers gave by their own participation in the programmes.

The number of different officers of the Ministry who attended all the three full programmes was 62. Sixty-three per cent of them attended all the 15 two-hour sessions. Ninety-seven per cent has an attendance record of over 80 per cent.

Eighty-nine per cent of the junior officers who participated in the full programmes brought up demonstrations for practice in the groups.

II. The demonstrations in the Methods programmes enable the supervisory staff to see for themselves some of the wasteful or unnecessary work in their own Sections, and to get some practice in applying the basic techniques for eliminating or simplifying them. Most of the demonstrations yielded practical ideas for improvements on the jobs demonstrated and on similar other jobs.

III. The demonstrations in the Relations programmes show that a supervisor can try to make his staff want to work by treating them as individuals, by being considerate and helpful, by giving credit when due, by taking them into confidence, by making best use of each person's ability, by taking firm action where necessary, and by setting higher standards for himself.

IV. The demonstrations in the Instruction programmes show why instructions sometimes fail and how successful instructions can be given.

V. Some of the views expressed by the participants at the end of the programmes were that the training programmes should be presented to senior officers also, that trained supervisors should be brought together periodically for group discussions, that the training should be extended to other Government offices and that non-supervisory staff should also be given training in rules and regulations, method improvements and conduct and behaviour.

VI. Training of existing supervisors in supervisory skills is an uphill task and results, particularly in administrative offices of Government, will not be spectacular and will be difficult to measure.

## REPORTS AND ENQUIRIES

### MICA MINES LABOUR WELFARE FUND—ANNUAL REPORT ON THE WORKING THEREOF FOR THE YEAR ENDED 31ST MARCH, 1958\*

The Mica Mines Labour Welfare Fund Act, 1946 provides for a levy of an 'ad-valorem' customs duty on all mica exported from India except from the State of Jammu and Kashmir. During the year under review, the income of the Fund was about Rs. 189 lakhs. The fund so collected is utilised for the promotion of welfare measures for labour employed in the mica mining industry. A report embodying the various activities financed from the Fund in the States of Andhra, Bihar and Rajasthan for the year ended 31st March 1958 has been published by the Government of India†, and the same has been briefly summarised in the following paragraphs.

1 *Medical Facilities*—The Fund provides medical facilities to mica miners and members of their families. The facilities provided include maintenance of a Central hospital at Karma as well as static and mobile dispensaries. During the year under review the three static dispensaries in Andhra Pradesh and five each in Bihar and Rajasthan continued to function. In Andhra, they are located at Kalichedu, Talupur and Sydapuram, in Bihar, at Debour, Dhorakola, Dhab Bendro and Charkapathal and in Rajasthan, at Amla, Bagore, Bemali, Ropa and Lawa-Sardargarh. During the year, one more static dispensary was established at Parsabad in Bihar. Besides these, there were mobile dispensaries—one in Andhra, two in Bihar and five in

\* For a similar report for the year ended 31st March, 1957, see *Indian Labour Gazette*, February 1958, pp. 762–64.

† *File Ministry of Labour and Employment Notification No. S.O. 313 dated 3rd February 1958.*

Rajasthan These mobile medical units catered to the needs of workers and their families living in areas not served by the static dispensaries.

For hospitalisation of mica miners, a temporary in-patient ward of 8 beds attached to the dispensary at Kalichedu in Andhra was available. In addition to this, three beds were also reserved at the district headquarters hospital at Nellore for the exclusive use of mica miners. The Central hospital at Karma in Bihar—continued to do good work. The construction of building for the Regional hospital at Tisri in the same State was also in progress. The total number of patients cases treated by the static dispensaries and the mobile units, etc., during the year were as follows,—

State	Number of patients/cases treated
Andhra . . . . .	1,72,611
Bihar . . . . .	1,35,544 (including 28,361 patients treated in the Karma Central Hospital)
Rajasthan . . . . .	1,18,221
Total	4,26,376

For combating tuberculosis and silicosis among mica miners in Andhra, a 8-bed T.B ward in the Government T.B Hospital at Nellore was to be constructed with the assistance of Rs. 15,000 contributed by the Fund. It was also decided to pay Rs. 100 per bed per month to the patients recommended by the Fund authorities and admitted to the T.B hospital for treatment. Proposals for the construction of a T.B ward at Kalichedu were also under consideration.

Anti-malaria operations were also continued in the mica mining areas in the States of Andhra and Bihar.

2 *Maternity and Child Welfare*—The Fund also provides maternity and child welfare facilities to women workers and miners' families. Four maternity centres run by the Fund in Andhra continued to render useful service to women labourers and children in the mining areas. There were two such centres one each at Dhab and Dhorakola in Bihar and five in Rajasthan.

The following figures give some ideas of the work done by these maternity and child welfare centres during the year under review.

Activity	Andhra	Bihar	Rajasthan
1. No. of Labour cases conducted . . . . .	408	53 (at home)	104
2. No. of pre natal cases attended and cared . . . . .	4,174	164	162
3. No. of post natal cases attended and cared . . . . .	460	98	142
4. No. of infants attended and cared . . . . .	N.A.	2,578	3,420
5. No. of clinics conducted (Home visits by Health Visitors)	91 (clinics)	516	2,489 (Home visits)



Besides, free milk was distributed to children at these centres. Mothercraft classes were also conducted for women workers.

### 3 Educational and Vocational Facilities—

**Andhra**—Six elementary schools and one middle-school continued to function in the mining areas of the State. The number of children attending these schools was 763 during the year under report. Mid-day meals were served to the children studying in these schools and this proved a very successful incentive for the children. In the year under review, a sum of Rs 10 535 was spent towards the supply of such meals. Besides, books and slates were supplied free of cost to the children. During the year a sum of Rs 1,512 was distributed amongst 56 eligible children of mica miners as scholarships for their studies in Higher Elementary Schools and Colleges. The Fund also continued to maintain the boarding-house at Sydapuram which accommodated 18 children of mica miners studying in District Board High School. In the two schools at Kalichedu and Talupura, the children were taught various types of handicrafts. One community centre was also run for the benefit of mica miners and their families.

**Bihar**—Four multi-purpose institutes each comprising an adult education centre and a women welfare centre continued to function at Debour, Dhab, Kodarma and Saphi for the benefit of mica-miners and their families. Six primary schools continued to function at Khijuri, Sankh, Charki, Gajandi, Bhandari and Khorkota.

**Rajasthan**—Adult education centres existed at 12 places. At these centres, slates, pencils and books were supplied free to the pupils. The daily average attendance in these centres was 214. Four primary schools were run by the Fund one each at Amlı, Dhosar, Ganeshpura and Toonka. The total number of students studying at these schools was 118 during 1957-58. Reading room and library were also maintained at two of the welfare centres at Bagore and Amlı. In the former centre first-aid classes were also conducted. Knitting and sewing classes for women workers were also conducted at four welfare centres, viz., Para, Sanod, Surajpura and Sarand. It was also proposed to start two more centres at Amlı and Bagore.

**4 Recreational facilities**—Recreational facilities such as indoor and out-door games were also provided by the Fund for the miners in all the three States. At most of the centres, radio sets were maintained and free cinema shows were arranged in a number of such centres. Annual sports meet, on a zonal basis, was arranged at Talupur in Andhra and Karma in Bihar. A team of mica miners also participated in the annual tournament organised at Bhilwara by the Labour Department of the Government of Rajasthan. Dramatic functions and celebration of important festivals were also arranged at various centres in the States of Andhra and Rajasthan.

**5. Finances**—The total receipts of the Fund, during the year amounted to Rs 337 lakhs. The expenditure during the same year was Rs 7.3 lakhs in Bihar, Rs 13 lakhs in Andhra Pradesh, and Rs 1.4 lakhs in Rajasthan. The closing balance was Rs 1,788 lakhs as against an opening balance of Rs 1,551 lakhs.

# RECOMMENDATIONS OF THE WAGE COMMITTEE FOR WORKING JOURNALISTS WAGE RATES FOR WORKING JOURNALISTS

The Government of India have accepted, with certain minor modifications, the recommendations of the Wage Committee for Working Journalists regarding fixation of rates of wages for journalists. The recommendations as accepted by the Government are briefly summarised below

*Classification of Newspapers and News Agencies*—For the purpose of fixation of wages, the newspapers and news agencies have been classified on the basis of the average revenue of three accounting years 1955, 1956 and 1957. Daily newspapers have been classified into the following six categories

Class	Gross Revenue
A . . . . .	Rs. 70 lakhs and above
B . . . . .	Rs. 25 lakhs and above, but below Rs. 50 lakh.
C . . . . .	Rs. 12½ lakhs and above, but below Rs. 25 lakhs.
D . . . . .	Rs. 5 lakhs and above but below Rs. 12½ lakhs.
E . . . . .	Rs. 2½ lakhs and above but below Rs. 5 lakhs.
F . . . . .	Less than Rs. 2½ lakhs

A newspaper, not being a newspaper falling in class 'F', having an advertisement revenue of less than half of its circulation revenue is to be placed in the class next below that in which it would fall on the basis of its gross revenue.

Weeklies, bi-weeklies and tri-weeklies have been classified as under.

Class	Gross Revenue
I . . . . .	Rs. 12½ lakhs and above
II . . . . .	Rs. 5 lakhs and above, but below Rs. 12½ lakhs
III . . . . .	Rs. 1 lakh and above but below Rs. 5 lakhs
IV . . . . .	Below Rs. 1 lakh

No recommendations have been made in respect of journalists employed in establishments publishing periodicals at intervals longer than a week:

The news-agencies have been categorised as follows

Class	Gross Revenue
I . . . . .	Rs. 25 lakhs and above
II . . . . .	Rs. 10 lakhs and above, but below Rs. 25 lakhs
III . . . . .	Below Rs. 10 lakhs

Foreign news agencies have been treated as belonging to Class I of the news agencies.

Reclassification of a newspaper or news agency can be sought either by the employer or employee at any time after the completion of accounting year 1960 on the basis of the average revenue of the three immediately preceding accounting years provided that it is not sought more than once in any period of three consecutive accounting years.

**Classification of Areas**—For the purpose of payment of dearness allowance to full-time employees and monthly retainer to part-time employees, areas have been classified as under:

Area I	Metropolitan cities viz. Bombay, Calcutta, Delhi and Madras
Area II	Towns with a population of over 5 lakhs excluding metropolitan cities
Area III	Other places

**Classification of Working Journalists**—For the purposes of determining emoluments, full-time working journalists have been grouped

are given below :

### *I Dailies*

Class of Newspaper	Group of employees	Scale
A		No Scale
	IIj	Rs. 600—50—1000 (8 years)
	II A	Rs. 500—30—630—50—900 (10 years)
	III	Rs. 270—25—470—30—600—40—800 (18 years).
	IV	Rs. 125—7—155—10—225—15—300 (16 years).
B	I	No Scale
	II	Rs. 500—30—650—50—900 (10 years).
	IIA	Rs. 400—25—600—40—800 (13 years).
	III	Rs. 175—20—375—25—600 (19 years).
	IV	Rs. 100—5—120—7½—180—10—200—15—260 (18 years).
C	I	No Scale.
	II	Rs. 400—20—500—25—650 (11 years)
	II-A	Rs. 350—20—450—25—600 (11 years)
	III	Rs. 150—15—300—20—600 (20 years)
	IV	Rs. 80—5—130—7½—160—10—200 (18 years)
D	I	No Scale
	II	Rs. 200—15—350—25—450 (14 years)
	II-A	Rs. 175—15—325—25—400 (13 years)
	III	Rs. 125—7½—200—10—210—15—300 (17 years)
	IV	Rs. 75—5—125—7½—150 (16 years)
E	I	No Scale
	II	Rs. 150—15—225—25—325 (9 years)
	II-A	Rs. 125—15—200—25—300 (9 years)
	III	Rs. 100—5—170—10—260—12½—225 (17 years)
	IV	Rs. 70—5—140 (14 years)
F	I	No Scale
	II	Rs. 125—10—175—12½—200 (7 years)
	II-A	Rs. 100—10—180 (8 years)
	III	Rs. 80—5—150 (14 years)
	IV	Rs. 65—5—120 (11 years).

*Dearness Allowance*

27. Dearness allowance should be paid to working journalists at the following rates —

Range of basic pay	Area I	Area II	Area III
	Rs.	Rs.	Rs.
65—100	50	40	30
101—200	60	50	40
201—300	70	60	50
301—400	80	70	60
401—500	90	80	70
501—750	105	95	85
751 and above	120	110	100

*Remuneration of Part-time Employees*

28 Part-time correspondents should be paid a monthly retainer at the following rates —

Class of Daily	Class of News Agency	Area I	Area II	Area III
		Rs.	Rs.	Rs.
A .	—	100	75	25
B .	1	75	50	20
C .	2	50	40	15
D .	—	40	30	15
E .	3	25	20	10
F .	—	25	15	10

Dearness Allowance should be paid to the full-time working journalists at the following rates.—

Range of basic pay	Area I	Area II	Area III
	Rs.	Rs.	Rs.
65—100	50	40	30
101—200	60	50	40
201—300	70	60	50
301—400	80	70	60
401—500	90	80	70
501—750	105	95	85
751 and above	120	110	100

*Other allowances*—The fixation of conveyance, entertainment, travelling, overseas and other allowances has been left to collective bargaining between the parties.

*Apprentices and Probationers*—An apprentice is a learner and not an employee but the period of apprenticeship would not exceed two years. A working journalist may be employed as a probationer for a period not exceeding one year during which he would get a basic pay at not less than the minimum of the scale applicable to the class of newspaper or news-agency and the group in which he is probationer, and would also get the appropriate dearness allowance.

The recommendations will come into effect from 1st June 1958 in the case of classes A, B and C of dailies and Class I news agencies, and in case of others from the date on which these orders were published in the Government of India Gazette.

## LABOUR LAWS AND DECISIONS

### LAWS

#### EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) BILL, 1959

The above Bill providing for compulsory notification of vacancies to employment exchanges was introduced in the Lok Sabha on the 24th April 1959. The "Statement of Objects and Reasons" appended to the Bill is reproduced below.

"The Training and Employment Services Organisation Committee set up by the Government of India in 1952, had recommended, *inter alia*—

- that employers should be required on a compulsory basis to notify to the employment exchanges all vacancies other than vacancies in unskilled categories, vacancies of temporary duration and vacancies proposed to be filled by promotion.
- that employers should also be required on a compulsory basis to render to the employment exchanges staff strength returns at regular intervals.

The Committee had further recommended that the measure of compulsion so suggested may be embodied in suitable legislation. The Bill seeks to implement those recommendations".

*(The Gazette of India, April 24, 1959)*

#### AMENDMENT TO THE EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952

In exercise of the powers conferred by sub-section (1) of Section 7 of the Employees' Provident Funds Act 1952, the Central Government have amended the above scheme by adding para 68-A after para 68. The additional para provides that advances from the Fund may be granted for serious or prolonged illness of a member or a member of his family.

*(The Bombay Gazette, May 7, 1959)*

#### THE INDIAN TRADE UNIONS (MADHYA PRADESH AMENDMENT) BILL, 1959

The above bill has been published in the State Gazette for general information. The Bill aims at (i) extending certain provisions relating to registration of approved unions of the Bombay Industrial Relations Act, 1946, as adapted in Madhya Bharat region to the whole of the State and (ii) giving requisite powers and imposing corresponding duties on the Registrar of Trade Unions to enable him to play a more positive role than merely acting as a registering authority. The Bill also provides that appeals against the orders of the Registrar should lie to the Industrial Tribunal constituted under the Industrial Disputes Act, 1947.

*(The Madhya Pradesh Gazette, April 10, 1959)*

#### MADHYA PRADESH INDUSTRIAL RELATIONS BILL, 1959

The Government of Madhya Pradesh have published the above Bill in the State Gazette for general information. It aims at regulating the relations of employers and employees in certain matters, making provision for settlement of industrial disputes and providing for certain other matters connected therewith. The main provisions of the Bill relate to authorities to be constituted or appointed thereunder, procedure for recognition of undertakings and representative unions, powers and duties of Labour Officers, procedure for joint consultation and conciliation proceedings; powers and duties of Labour Courts, Industrial Courts or the Board of Arbitration, Court of Enquiry, penalties, record of industrial condition, etc. The Bill is intended to integrate and improve upon the State industrial relations law now in force.

*(The Madhya Pradesh Gazette, April 24, 1959)*

#### MINIMUM WAGES (MADHYA PRADESH AMENDMENT) BILL, 1959

A Bill further to amend the Minimum Wages Act, 1948, in its application to Madhya Pradesh has been introduced in the State Legislature. It has been published in the State Gazette for general

information. The Bill envisages the removal of lacuna in the Minimum Wages Act, 1948 by which Bidi Manufacturers and others escape the liability for payment of minimum wages to workers by engaging petty contractors who are supplied raw material for the purpose of manufacture.

(*The Madhya Pradesh Gazette*, March 20, 1959)

#### MADHYA PRADESH SHOPS AND ESTABLISHMENTS RULES, 1959

The Government of Madhya Pradesh have framed the above Rules. A text of the same has already been published in January, 1959 issue of the Indian Labour Gazette.

[Notification No 3113/13119/XVI dated the 20th April 1959 in the *Madhya Pradesh Gazette* of May 1, 1959.]

#### WEST BENGAL MATERNITY (TEA ESTATES) AMENDMENT ACT, 1959

The above Act has received the assent of the Governor of West Bengal. The amended Act provides for an increase in the rate of maternity benefits from Rs 5/4/- to Rs. 7/- per week.

[Notification No 975L dated the 29th April, 1959 in the *Calcutta Gazette* of April 29, 1959.]

#### ASSAM EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT) RULES, 1958

The Government of Assam have framed the above Rules which will come into force on such date as the State Government may, by notification, appoint in this behalf. A brief summary of the rules has already been published in April 1959 issue of the Indian Labour Gazette.

[Notification No GLR 46/54 dated the 26th April 1959 in the *Assam Gazette* of May 6, 1959]

#### ASSAM SUBSIDISED INDUSTRIAL HOUSING ALLOTMENT RULES, 1959

The Government of Assam have framed the above Rules which relate to allotment of houses constructed by the State Government. The rules, inter alia deal with the eligibility for allotment, procedure for allotment and its cancellation, recovery of rent, etc

[Notification No TCP 245/58/Part/18 dated the 6th April 1959 in the *Assam Gazette* of April 22, 1959]

#### MYSORE MINIMUM WAGES RULES, 1958

The above Rules have been framed by the Government of Mysore. A text of the same was published in December, 1958 issue of the Indian Labour Gazette

[Notification No LLH 21 MNW 58 dated the 18th April 1959 in the *Mysore Gazette* of May 14, 1959]



## KERALA INDUSTRIAL RELATIONS BILL, 1959

The above Bill, aimed at regulating the relationship between employers and employees for the prevention, investigation and settlement of industrial disputes by negotiation and for certain matters incidental thereto, has been introduced in the Legislative Assembly of Kerala. The main provisions of the Bill relate to: authorities to be constituted or appointed, procedure for recognition of trade unions, representative association of employers and negotiating agents of workmen, settlement of disputes by negotiation and reference of disputes to the State Industrial Relations Board, irregular strikes and lock-outs penalties, etc.

(L.A. Bill No 12 of 1959)

## DECISIONS

**DIRECTIONS CONTAINED IN GOVERNMENT MEMORANDUM WERE NO BAR TO ANY INDUSTRIAL COURT TAKING COGNISANCE OF A DISPUTE BETWEEN THE MUNICIPALITY AND ITS EMPLOYEES OR ANY CLASS OF ITS EMPLOYEES—AWARD OF THE STATE INDUSTRIAL COURT, NAGPUR, IN AN INDUSTRIAL DISPUTE BETWEEN THE PRESIDENT, WARDHA MUNICIPALITY AND THE SWEEPER EMPLOYEES OF THAT MUNICIPALITY**

On receipt of a joint application from the parties, the Commissioner of Labour, Nagpur referred the industrial dispute between the Wardha Municipal Committee and the sweeper employees of that Municipality in respect of fifteen demands relating to basic pay, increments, house rent, maternity leave, earned leave, sick leave, Independence Day leave, residential quarters, supply of blankets in rainy season, abolition of the system of free labour (Begar), etc., to the arbitration of the State Industrial Court, Nagpur.

The Municipal Committee urged before the Industrial Court that it could not enter into any negotiations with the sweepers in regard to their demands in view of the directions from Government contained in its Memorandum No 1033-1213-XXIII dated the 25th April 1951. The Industrial Court observed that the Government memorandum was no bar to any Industrial Court taking cognisance of a dispute between the Municipality and its employees or any class of its employees. The Court was of the view that sweepers employed by a single Municipal Committee should not be dissuaded from claiming revision of pay scales, on the ground that that revision might lead to similar demands by sweepers of other Municipal Committees. If sweepers in other Municipal Committees do not agitate for revision of pay scales, that is no reason for refusing or postponing that demand by sweepers who make it if it is found otherwise justified.

The most important demand made by the sweepers was in regard to the revision of their basic pay-scales so as to provide for a minimum basic pay of Rs 30 instead of Rs 17. They had claimed that the pay scales obtaining in the old Bombay State, before reorganisation, should be made applicable to the sweepers in the Vidarbha area. The Industrial Court examined in detail the circumstances under which the sweepers were working and fixed the basic pay scale of male sweepers at Rs 21- $\frac{1}{2}$ -28 and that of female sweepers at Rs 18- $\frac{1}{2}$ -26.

Most of the remaining demands, for instance those relating to earned leave, sick leave and Independence Day leave, increase in house rent, higher increments, increase in the number of sweepers, etc., were rejected by the Court. Certain demands made subsequent to the reference for arbitration were not investigated by the Court.

### PRODUCTION BONUS NOT PART OF WAGES—AWARD OF THE INDUSTRIAL TRIBUNAL (GENERAL), UTTAR PRADESH

In an industrial dispute relating to the payment of production bonus, the Tribunal considered the question whether production bonus being linked with production, could be treated as part of wages and decided that it could not be so treated. The facts of the case are as follows —

M/S Singh Engineering Works Ltd, Kanpur was paying "ex-gratia" production bonus to its workmen since 1959. During 1958, the workmen in its rolling department raised a dispute and contended that the existing scale of payment of production bonus was arbitrary and irrational and incommensurate with the stress, strain and hazard involved. Consequently a revision in the rates of production bonus was asked for with the claim that this bonus should form a component of wages. The employers contended that the payment of production bonus was voluntary and that no Tribunal or Authority had jurisdiction to order such payment. The Tribunal citing a decision of the Supreme Court held that production bonus was also a kind of bonus and was payable in those circumstances in which ordinary bonus was paid. It, therefore, held that a claim for production bonus could be entertained. But as unlike wages, it was not payable irrespective of the fact whether there was profit or not, it could not be treated as a part of wages. The workers' contention that production bonus is a part of wages was thus over-ruled. The workers' demand for revision of the present rate of production bonus was also rejected as the workers could not substantiate their allegation that the existing scheme was arbitrary and irrational [UP Labour Decisions—April, 1959, vide pp 33—41]

## LABOUR INTELLIGENCE

### INDIAN

#### MONTHLY LABOUR NEWS—APRIL 1959

##### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows—

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded an increase of 34 152, i.e., by 20.9 per cent. At the end of the month the number of applicants on the Live Registers was 12,36,938 as against 12,17,650 at the end of the previous month. Thus registering an increase of 19,338, i.e., by 1.6 per cent.

- (ii) The total number of vacancies notified to the Exchanges increased by 24.5 per cent. The number of vacancies notified increased in both public and private sectors. Of

the vacancies notified to the Exchanges during the month, 88.6 per cent were in Government and quasi-Government establishments and local bodies. The number of employers utilising the services of the Exchanges increased from 6,876 during the previous month to 7,335 during the month i.e., by 6.7 per cent.

- (iii) The particulars of 1,64,767 applicants as against 1,21,933 during the previous month were forwarded for the available job opportunities. The number of placements effected during April, 1959 was 22,575 as compared to 17,860 in March 1959, thus recording an increase of 26.4 per cent.

The relevant statistics are presented in the following table:—

	April 1959	March 1959
Registrations	1,97,538	1,63,386
Number of Applicants on the Live Registers	12,36,988	12,17,650
Number of Employers Utilising the Services of the Employment Exchanges	7,335	6,876
Vacancies Notified . . . . .	41,896	33,641
Placements Effected . . . . .	22,575	17,860

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 42 closures, in 35 of which 4,859 workers were affected, as against 33 closures affecting 1,724 workers in 27 cases in the preceding month. Of the 42 closures 9 were due to trade reasons, 5 each due to defects in machinery and end of season, 3 each due to financial loss and shortage of work, 2 each due to completion of work, shortage of raw material and uneconomic working and 1 each due to change in management, financial difficulty, refusal of the premises owner to repair the factory premises and fire in the factory. The reason for 7 closures are not known.

(c) *Retrenchment*—In the States supplying information there were retrenchments in 24 units affecting 1,094 workers. In the previous month, retrenchments were reported from 12 units affecting 158 workers. The main reasons for retrenchments during the month were shortage of work, loss in business, change of contract and completion of work.

(d) *Lay Off*—In the States supplying information, 57 units laid off 19,310 workers mainly due to shortage of work, financial difficulties, accumulation of stocks and breakdown of furnace.

(e) *Employment in New Factories and Factories Re-opened after closures*—In the States supplying information, 23 new factories were registered in which 1,060 workers were proposed to be employed. Five factories re-opened after closures in 4 of which 882 workers were employed. In Punjab in 19 factories out of 22 factories either newly registered or re-opened after closures, 281 workers were employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

## WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table below shows the number of establishment inspected, prosecutions launched and convictions obtained during the month of April, 1959, under the Factories Act, Payment of Wages Act Minimum Wages Act and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Union Act, 1926 are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.

*Establishments Inspected Prosecutions launched etc. under certain Labour Laws in April, 1959*

- (a) Number of establishments inspected  
(b) Number of prosecutions launched  
(c) Number of convictions obtained

State/Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Assam	31	—	—	25	1	—	70	—	—	260	6	2
Bihar	—	—	—	74	—	—	—	—	—	1,373	4	10
Bombay	1,295	123	103	30	—	—	287	2	—	997	36	18
Kerala	411	11	17	112	—	—	707	1	—	2,112	6	2
Madhya Pradesh	254	92	—	—	—	—	272	7	—	3,678	213	262
Madras*	772	13	14	707	—	—	1,271	2	—	56,772	29	8
Mysore	272	—	—	—	—	—	215	—	1	7,188	—	23
Orissa	49	—	—	101	—	—	107	—	—	—	—	—
Punjab	166	177	—	3,899	—	—	596	—	—	13,241	122	—
Rajasthan*	79	—	—	23	—	—	10	—	—	303	—	—
Uttar Pradesh	322	11	47	188	—	—	1,273	—	7	1,102	92	114
West Bengal	502	18	—	377	—	—	—	—	—	7,436	318	103
Union Territories	—	—	—	—	—	—	—	—	—	—	—	—
Total	901	35	11	98	—	—	300	70	10	2,026	270	180

\*For the month of March, 1959.

**Number of Trade Unions registered, etc., under the Indian Trade Unions Act, 1926 during April, 1959**

State Territory	Registered Unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
Andhra Pradesh	—	14	1	—
Assam . . .	177	13	—	190
Bihar . . .	585	1	3	583
Bombay . . .	1,748	40	—	1,788
Kerala . . .	—	22	—	—
Madhya Pradesh . . .	324	7	—	331
Madras* . . .	945	16	8	953
Myawre . . .	415	4	—	419
Orissa . . .	—	2	—	—
Punjab . . .	471	8	4	478
Rajasthan* . . .	243	6	—	249
Uttar Pradesh . . .	1,025	5	1	1,029
West Bengal	2,017	20	7	2,030
Union Territories				
Delhi . . .	325	7	—	332
Triputra . . .	30	—	—	30

\*For the month of March, 1959

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT 1946**

In *Andhra Pradesh*, Standing Orders of one concern were certified during the month. In *Madras*, six Standing Orders were certified during March, 1959, bringing the total of such orders to 772. In *West Bengal*, six Standing Orders were certified during the month under review.

**WORKMEN'S COMPENSATION ACT, 1923**

In *Andhra Pradesh* an amount of Rs 6,452 was paid as compensation for five fatal cases and Rs 756 in one non-fatal case during the month. In *Kerala*, 15 cases were decided during the month and a sum of Rs 2,808 was disbursed as compensation. In *Madras* an amount of Rs 17,213 was deposited with the Commissioner for Workmen's Compensation in respect of three fatal and six non-fatal cases during March, 1959. In *Rajasthan* seven cases were decided during March, 1959 and Rs 5,887 was distributed as compensation. In *West Bengal* a sum of Rs 1,71,346 was deposited by the employers and Rs 1,42,157 was paid as compensation to the injured persons and dependants of the deceased. In *Delhi* 4 cases were disposed of during the month under review.

## WORKERS' EDUCATION

In *Andhra Pradesh*, workers' education classes in Hindi, English, Telegu and Urdu at 12 factories were continued to be held during the month. In *Madhya Pradesh*, 'a workers' education centre was formally inaugurated by Shrimati Sucheta Kripalani on the 4th April 1959. In *Uttar Pradesh*, adult education classes were continued to be held at the four labour welfare centres in Kanpur during the month. The average daily attendance in these night classes was 42

## LABOUR WELFARE

In *Andhra Pradesh*, welfare activities like indoor and outdoor games etc., were continued to be organised in the Labour Welfare centres during the month. In *Bihar* the Labour Welfare centres in nine towns, etc., continued to function actively during the month. Some of the special programmes organised at these centres were film shows, music programmes, health and sanitation work in labour colonies etc. In the *Punjab*, instructive entertainments were continued to be provided in the labour welfare centres. Entertaining and educative films were screened as usual at various labour welfare centres. A free milk distribution centre for the benefit of workers was opened at Chandigarh, with the help of the Bharat Sevak Samaj. In *Uttar Pradesh*, the usual welfare activities were carried out with great enthusiasm at various labour welfare centres during the month. Some of the special programmes comprised children's games, baby shows, music, indoor tournaments, etc. In *West Bengal*, 31 labour welfare centres functioned satisfactorily during the month. The total attendance in these centres during the month was 90,991. Cinema shows, outdoor matches etc., were arranged in some of the centres. Training in various crafts, such as sewing, knitting and leather work were continued to be given as usual in the plantation centres. In *Delhi*, the welfare activities in all the eight labour welfare centres remained normal during the month. The total attendance during the month at these centres was 36,558. Important among the activities were the organisation of special music programmes, volley ball matches, a film show, etc. The Government purchased 1,080 books on various subjects and distributed them amongst the various centres.

## COMMITTEES, CONFERENCES AND ENQUIRIES

In *Bihar* the second meeting of the Standing Committee (Evaluation and Implementation) was held on the 9th April, 1959. The items on which decisions were taken related to strike and lockout at the Hindustan General Electrical Corporation, Ltd., Karampura, alleged infringement of the Code of Discipline by (i) managements of the Indian Cable Co Ltd, Jamshedpur and Darbhanga Sugar Co Ltd, Lohat and (ii) Labour unions of the Sugar Factories at Marhowrah Goraul and Chanparia, lockout at Katihar Jute Mills, Katihar and registration of rival trade unions under the Indian Trade Union Act. The Committee for the fixation of minimum rates of wages in agriculture in Saran district also met during the month and sent its unanimous recommendation to Government on the minimum wages to be fixed under the Minimum Wages Act, 1948. In *Madras* the monthly meeting of the State Housing Board was held in March, 1959 to discuss the progress made in the various housing schemes. The first meeting of

the Regional Board of the Employees' State Insurance, Madras was also held during March, 1959 in which the Assistant Director of Medical Services stated that the question of providing more hospitals for the insured workers was under consideration. In Mysore, the Family Budget Enquiry to determine the Consumer Price Index in Mangalore was in progress during the month under review. In the Punjab, the Committee, appointed to hold enquiries and advise the Government in fixing minimum rates of wages in respect of employment in Cinema Industry met during the month and submitted its report to the Government. The State Evaluation and Implementation Committee also met during the month under review and approved the constitution for the team of observers to be appointed to go into alleged violations of the Code of Discipline. It was decided that if any member of the E & I Committee is connected with any alleged breach of the Code of Discipline, he should not be included in the team of Observers. The employers' representatives in the Committee undertook to persuade the employers to implement the awards and agreements. In Rajasthan, the survey into the conditions of Labour in Bidi Industry in Kota Division was completed during March 1959. In Uttar Pradesh, a meeting of the Sugar Bonus Sub-Committee was held during the month under review and the cases of factories, who applied for exemption from payment of bonus for the crushing season 1957-58, were heard. The Standing Tripartite Committee for Textile Industry outside Kanpur also met during the month and stressed that the decisions already taken should be implemented by all concerned and that the sub-committee appointed for the revision of the Standing Orders should submit the draft proposals in the next meeting of the Committee. In West Bengal, the following meetings were held during the month —

- (i) Minimum Wages Advisory Committee for Calcutta Corporation met twice
- (ii) The State Evaluation Committee at its seventh meeting discussed, among other things, cases of non-implementation of awards and agreements, working of the Code of Discipline in industry "out of court" settlement cases and implementation of labour laws. The Committee decided that the employers' and employees' organisations should set up screening committees on the lines indicated in the decisions of the Central Evaluation Committee with a view to examining the cases where recourse to law courts, by way of appeal could be avoided as far as possible.
- (iii) Three Special meetings of the Calcutta Dock Labour Board were held during March-April and it was resolved that subject to the approval of the Central Government where necessary, the rates of levy and contributions to the welfare fund be fixed at the following rates from 1st May 1959:—
  - (a) General levy—70 per cent, of the gross wages in respect of workers on the reserve pool register other than tally clerks and 55 per cent, of gross wages in respect of workers on the monthly register
  - (b) Levy for Tally Clerks—19 per cent of gross wages payable to the tally clerks in the Reserve Pool Register.

(c) *Contribution to Welfare Fund*—5 per cent of gross wages in respect of reserve pool workers and monthly workers.

(iv) Special Committee on Jute met and examined the material received from the Jute Commissioner and the IJMA in respect of the Howrah Jute Mills and the Naskarpara Jute Mills on detailed break-up of workers according to machines in different departments. In Delhi, meetings of the Minimum Wages Committees relating to employment in printing presses and foundries with or without shops were held during the month to consider the review of minimum rates of wages in these employments. The Minimum Wages Committee, set up for reviewing the minimum rates in Delhi Transport Undertaking, also met and decided not to proceed with the review of the remaining categories of employees pending the report of the Second Pay Commission.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING APRIL 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in April, 1959, there were 104 fresh disputes. In 100 of these disputes, for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 26,689 in units normally employing 46,914 workers. The figures for the previous month were 103 fresh disputes, maximum number of workers involved in 95 disputes 44,221 in units normally employing 1,21,605 workers. The number of disputes current at any time during the month was 143. In 138 of them the maximum number of workers involved was 36,885 in units normally employing 60,949 workers. The figures for the previous month were 134 current disputes, maximum number of workers involved in 123 disputes 56,019 in units normally employing 1,37,149 workers. The average number of workers involved in 138 current disputes during April, 1959 was 34,365. In the preceding month the average number of workers involved was 55,078 in 123 current disputes. The man-days lost were 3,21,261 during April, 1959, and 2,79,346 during the preceding month. The time-loss during April 1958 and the monthly average time-loss during the year 1958, was 5,97,269 and 6,49,799 respectively. The average duration of disputes current at any time was 9.3 days during April, 1959 and 5.1 in the preceding month.

Nineteen of the current disputes resulted in lock-outs. These involved 5,473 workers and accounted for a time-loss of 90,276 man-days during the month. West Bengal accounted for 10 lock-outs, Madras 3, Bombay 2, and Mysore, Delhi, Kerala and Uttar Pradesh one each.

Ninety one disputes terminated during the month of April 1959. Of these 64 lasted for not more than five days each and only 8 lasted for more than thirty days each. The workers were completely or



partially successful in 36 cases that terminated during the month. They were unsuccessful in 25 cases. The results were indefinite in 29 cases and not known in 1 case. Among the important causes of fresh disputes may be mentioned "Personnel" in 40 cases, "Wages and Allowances" in 20 cases and "Bonus" in 8 cases. During the month under review, a time-loss of 2,52,804 man-days out of the total of 3,21,261 i.e. 78.7 per cent was accounted for by the Manufacturing industry group. Mining and Quarrying and Transport and Communication (other than Workshops) followed next with time-losses of 39,134 and 18,202 man-days i.e. 12.2 and 5.7 per cent respectively of the total. Time-losses in other major groups of industries were comparatively low. By individual industries, considerable time-loss was recorded in Ship Building (33,600 man-days), Silk Mills (25,646 man-days), Manufacture of Metal Products (22,717 man-days), Plywood (22,408 man-days), Tanneries and Leather Finishing (21,252 man-days), and Cotton Mills (19,164 man-days) under the Manufacturing group and in Coal Mines (23,456 man-days) under the Mining and Quarrying group.

West Bengal recorded a time-loss of 1,75,503 man-days during the month. This was the highest among all the States. Next in order came Bombay, Bihar, Madras and Andhra with a time loss of 47,398; 27,100, 26,625 and 24,496 man-days respectively. Compared to the previous month, the time-loss increased significantly in West Bengal, Bombay and Andhra by 48,630, 41,294 and 19,406 man-days respectively. It either decreased in the remaining States or increased only slightly.

Regarding the industrial relations in the States there was nothing special to report.

#### DETAILS OF IMPORTANT DISPUTES

The lock-out in I.G.N. Rly. Co. Ltd., Rajabagan Dockyard, Calcutta, reported earlier, came to an end on the 28th April, 1959, through direct negotiations. The lock-out lasted for 35 days and accounted for a total time-loss of 49,000 man-days. On the 21st April, 1959, all the 3,000 workers of Chinese Tanneries Ltd. Dhapa and Tangara, Calcutta (HMS) struck work over non-implementation of minimum wages. The strike terminated on the 28th April, 1959, through direct negotiations and accounted for a time-loss of 21,000 man-days. On the 26th March, 1959, all the 1,000 workers of Orient General Industries Ltd., Ghore Bibi Lane, Narkeldanga Calcutta. (AITUC) struck work as a protest against the dismissal of 30 workers and the suspension of another 121 workers due to go-slow tactics adopted by them. The strike was continuing at the end of April, 1959, and caused a time-loss of 26,000 man-days during the month under review. On the 26th March, 1959, all the 770 workers of Venesta Ltd., Kamarhaty 24-Parganas, struck work as a protest against the issue of charges sheet to two workers. On the 2nd April, 1959, the management declared a lock-out which was still in progress at the end of the month under review. It caused a time-loss of 20,020 man-days during April, 1959.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of April, 1959, was 83 (provisional) as against 54 (provisional) in the preceding month.

# SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENT

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during April, 1959 and the number settled or investigated by them:—

State	Number of Complaints Received during the month Relating to								No. of Complaints Settled or Investigated*
	Wages & Allowances	Bonus	Personnel	Retrenchment	Leave and Hours of Work	Others	Not known	Total	
Andhra . . . . .	—	—	—	—	—	—	107	107	109
Bihar . . . . .	10	—	25	1	—	—	—	36	19
Delhi . . . . .	—	—	—	—	—	—	194	194	174
Kerala . . . . .	121	88	60	10	43	68	—	390	252
Madhya Pradesh . . . . .	24	—	78	2	2	20	—	67	23
Orissa . . . . .	—	—	—	—	—	—	60	60	60
Punjab . . . . .	292	9	54	133	30	73	—	551	719
Tripura . . . . .	9	—	1	—	—	1	—	11	11
Uttar Pradesh . . . . .	26	6	12	—	14	27	—	68	14
West Bengal . . . . .	42	2	5	—	24	66	—	128	113

\*Includes outstanding cases of the previous month

Source: Monthly Labour News submitted by State Governments

## QUESTIONS AND ANSWERS IN PARLIAMENT

[The information given in the following paragraphs has been summarised from the replies given during the budget session of the Lok Sabha—Editor]

**Employees' State Insurance Act**—All the State Governments have agreed in principle to extend the medical benefits under the Employees' State Insurance Scheme to the families of insured persons. The centres where such facilities are already available in the various States are given below:—

Andhra Pradesh: Hyderabad, Secunderabad, Visakapatnam, Chittivasa, Nellimarla, Eluru, Vijayawada, Mangalagiri, and Guntur.

Assam: Gauhati, Tinsukhia, Makum, Dhubri and Dibrugarh.

Bihar: Patna, Monghyr, Katihar and Samastipur.

Madhya Pradesh Indore, Jabalpur, Gwalior, Burhampur, Ujjain and Ratlam

Mysore Bangalore

Punjab Ambala Amritsar (Chhehrata and Verka) Batala, Bhiwani, Jagadhri Abdullapur (Yamunanagar), Jullundur and Ludhiana

Rajasthan Jaipur, Jodhpur, Bikaner, Pali-Marwar, Bhilwara, Beawar and Sawai-Madhopur

Most of the remaining areas are likely to get this facility during the current year and the rest before the close of the 2nd Plan period (May 8, 1959)

*Workers to be covered etc by the E.S.I Scheme in Bombay—* Under the Employees' State Insurance Scheme, about 341,500 workers are still to be covered in Bombay State. It is planned to cover nine centres with an insurable population of about 1,97,000 employees during 1959, 41 centres with an insurable population of 1,30,300 employees during 1960 and the remaining centres with an insurable population of about 14,500 employees during the Third Five Year Plan period (May 8, 1959).

*Implementation of the recommendations contained in the Chaudhri Report—*The Union Ministry of Labour and Employment have advised the Dock Labour Boards of Bombay, Calcutta and Madras to revise the conditions of service of Stevedore workers in the light of the decisions taken by the Ministry of Transport and Communication on the report submitted by Shri P. C. Chaudhri. The extent to which these recommendations have been implemented by the said Boards is briefly indicated below. The P.T.O. concession has been granted by the Dock Labour Boards of Bombay and Calcutta. The Madras Dock Labour Board is still considering the question. The recommendation relating to Provident Fund and Gratuity has been implemented by the Dock Labour Boards of Bombay and Madras. In the case of Calcutta where the Piece Rate scheme has not been introduced this question does not arise. Leave facilities have already been liberalised by the Bombay and Madras Dock Labour Boards. The recommendation regarding leave facilities have been accepted by the Calcutta Dock Labour Board which will implement them soon. The recommendation about the shifts and attendance allowance has been implemented by all the three Dock Labour Boards (May 8, 1959).

*Code of Discipline in Industry—*Two hundred and thirty five cases of breaches of the Code of Discipline in Industry were reported to the Union Government during 1958-59 (May 8, 1959).

*Legislation for Motor Transport workers—*The Government of India have initiated preliminary action to enact legislation for regulating the service conditions of motor transport workers. The Government have so far examined the issues regarding the hours of work, spreadover and overtime but the representatives of workers and employers could not reach any agreement on them. The State Governments are being consulted (May 8, 1959).

**Labour Participation in Management**—Two more units e.g., Shree Digvijay Cement Co., and Hindustan Insecticides (P) have joined the scheme of labour participation in management. The former has set up a Joint Management Council while the latter will be expanding the functions of the Works Committee to meet the requirements of the Joint Management Council (May 8, 1959)

**Labour Appellate Tribunal**—The Government of India propose to discuss the question of revival of the Labour Appellate Tribunal in the next session of the Indian Labour Conference. This is because the Law Commission in their fourteenth report on the Reform of Judicial Administration have observed that the number of applications for special leave to the Supreme Court in Labour matters has been progressively on the increase and have suggested *inter-alia* that Appeal Tribunals may be set up (May 8, 1959)

### CENTRAL COMMITTEE ON EMPLOYMENT

Presiding over the first meeting of the Central Committee on Employment held at New Delhi on the 25th May, 1959, Shri Gulzari Lal Nanda, Union Minister for Labour and Employment, said that unemployment and under-employment had been of such magnitude for many years that for the people a major source of interest in the Plans had been the extent to which they would furnish a solution to this problem. In this direction the Plans so far had not met with conspicuous success. He added that it was a matter of the greatest importance, that the approach and content of the Third Five Year Plan should receive the most careful consideration from the standpoint of employment. He suggested that unorthodox ways of enlarging the scope of productive employment for those who could not be absorbed in the normal pattern of employment opportunities created through plan investments and the regular agency of the market should be explored. There were enough tasks of economic utility to be performed and plenty of natural resources remaining to be utilised for this purpose. Referring to the closure of some units he suggested the creation of a special fund for each industry to deal with the problem of such closures. If a plant closed down the workers were generally reduced to penny and compelled to eat up their meagre provident fund accumulations. In order to meet such situations a fund to provide relief that might be due on such occasions was needed. In the absence of general system of unemployment relief each industry could make arrangements within its sphere to cover the unemployment risks to an extent. It was worthwhile also because even when a few establishments were affected the whole climate of industrial relations was vitiated and law and order problems arose.

(Summary of the Chairman's address)

### NATIONAL PRODUCTIVITY COUNCIL

The idea of National Productivity Council was first conceived following the visit of an Indian Productivity Delegation to Japan in October-November, 1956. The delegation, *inter-alia* suggested the constitution of a National Productivity Council having members from the associations of labour and employers and receiving financial assistance from its members. Government of India international

agencies and technical assistance organisations of foreign countries. The Council should work for (i) the creation of a climate for increased productivity by propaganda and by exchange of teams both within this country and with foreign countries, (ii) channelising of financial aid from national and international sources and (iii) the provision of specialist technical assistance which would be required as a result of the successful generation of the consciousness for increasing productivity. The Ministry of Commerce and Industry considered these suggestions at a meeting of experts drawn from employers and labour organisations, management associations, technical institutions, and representatives of the U.S. Technical Co-operation Mission and I.L.O. in India in September, 1957. On the basis of the recommendations made at the meeting, the Council was registered on the 12th February, 1958 as a society under the Societies Registration Act, 1860. Later on, it was decided to establish five Regional Productivity Directorates manned by specialists for organising productivity training and providing services to industrial units. The following functional committees have been formed for dealing with its day-to-day business: (i) Finance Committee, (ii) Editorial Board, (iii) Productivity Research Committee, (iv) Productivity Training Committee, and (v) Foreign Technical Assistance Committee. In addition, an *ad-hoc* Productivity Personnel Survey has also been set up to conduct a survey of existing availability and future requirements of productivity personnel in various industries of the country. Seven local productivity councils, one each at Bombay, Madras, Bangalore, Coimbatore, Kolhapur, Delhi and Kerala have already been set up. More Councils are expected to be set up at six other places shortly. The Council also proposes to set up several standing and *ad-hoc* Committees for such subjects as Productivity Training, Human Relations, Wage and Bonus Incentives, Management Accounting, Quality Control, Documentation, Productivity measurement and product design. Steps have been taken to secure for the National Productivity Council the services of twelve foreign technicians and specialists under the U.S. Technical Co-operation Mission, and a number of Indian specialists have been appointed to help planning and implementation of the National Productivity Council Programmes. An extensive programme for the training of management personnel, at different levels has been prepared, technical exchange is being promoted and research in subjects of productivity is also being conducted. A programme of sending Study Teams abroad for making intensive studies in general subjects of productivity as well as in specific subjects of individual industries has been worked out.

The Government of India have sanctioned a grant of Rs. 10 lakhs to the National Productivity Council and a further sum of Rs. 10 lakhs for the material and equipment under the T.C.A. programme for the financial year 1958-59. According to operational agreement No. 77, assistance to the extent of \$28 million will be provided by the Technical Co-operation Mission during the U.S. Fiscal Years 1958-61. Out of this, a sum of \$7,19,655 will be utilised by the Council mainly for (a) sending seven productivity teams of ten members each abroad, (b) sending forty trainees abroad for one-year training in productivity subjects, (c) securing from abroad services of twelve specialists and (d) obtaining equipment for the productivity programme of the National Productivity Council.

# AGREEMENT BETWEEN THE MYSORE SUGAR COMPANY, LIMITED, BANGALORE AND THE MYSORE SUGAR COMPANY EMPLOYEES ASSOCIATION, MANDYA

An agreement was arrived at on the 8th December, 1958 between the management of the Mysore Sugar Company Limited, Bangalore and the Mysore Sugar Company Employees' Association, Mandya in regard to retaining allowance, provident fund age of retirement, bonus, etc. The salient features of the agreement are given below

A retaining allowance of Rs 15 per month for the period of unemployment would be paid to the outlying weighbridge workers during the shutdown period. As regards payment for the shutdown periods in the years 1955-56, 1956-57 and 1957-58 it was agreed that payment should be made at the same rate but only for half the shutdown period.

The outlying weighbridge workers would be entitled to 8 days' casual leave with wages in a year with effect from 1st July 1958.

The management would bear an additional burden of 12½ per cent on the contribution now being made by the Company to the provident fund of its employees. Within the limits of such increased cost a uniform rate of contribution towards provident fund applicable to all employees entitled to this facility would be worked out and made applicable from the 1st November, 1958. The terms of agreement relating to retaining allowance casual leave and provident fund would be operative for a period of three years from the date of the agreement.

The age of retirement would be completion of the age of 58 years. In the case of employees who joined service prior to 1st July 1940 the age of retirement would be completion of age of 58 years or 30 years of service, whichever is later. The Company would have the discretion to re-employ any retired person for special reasons in consultation with the Employees' Association.

All workers, at present classed as boys and girls who had already attained the age of 18 years on the date of the present agreement, would be provided with the work entrusted to adults and paid wages at the rates payable to adult workers irrespective of whether there were vacancies or not. Similar treatment would be accorded to all the existing employees in this category as and when they complete the age of 18.

*An additional Bonus equal to two months basic pay or 60 days basic wages on the basis of the rate of pay or wages for the month of June, 1956 would be paid to all employees who were in service during the year 1955-56. Similarly one month's basic pay or 30 days' basic wages on the basis of the rate of pay or wages for the month of June, 1957 would be paid to all employees who were in service during the year 1956-57. Payment would be made on pro-rata basis for the actual period of service or the number of days of attendance put in but the minimum attendance for earning full bonus was fixed at 240 days in the case of daily-rated employees.*

In regard to the revision of scales of pay and wages it was agreed that the recommendations of the Central Wage Board for Sugar Industry should be awaited. In the meantime an interim

relief at the rate of 10 per cent of pay or wage subject to minimum of Rs 5 and maximum of Rs 20 would be given with effect from the 1st October 1958, to workers whose monthly wages were less than Rs 500. Also a flat rate of Rs 4 per month for all the adult male and female workers in the Company and at Rs 2 p.m. per child worker in the farms would be paid by way of extra dearness allowance.

Soon after the recommendations on this matter were made by the Central Wage Board for Sugar Industry a Committee consisting of two representatives each of the management and the Association and another person mutually agreed upon between the management and the Association would be constituted for considering the revision of scales of pay, wages etc

### EXTENSION OF THE COLLIERIES AWARD

A tripartite conference of representatives of the Central Government, Employers' and Workers' Organizations was convened in New Delhi on the 29th May 1959 to discuss the extension of the Award of the All-India Industrial Tribunal (Colliery Dispute) which was due to expire on the 26th May 1959 as well as certain demands put forward by the workers after the enforcement of the Award. The demands which remained unsettled were again discussed by the Sub-Committee of the Industrial Committee on Coal Mining at Calcutta on 9th June 1959 but no mutual agreement could be arrived at on the demands. It was, however, agreed to refer the demands to Sri A. Das Gupta, ex-member, Labour Appellate Tribunal for arbitration. It was agreed that the Workers' and Employers' Organizations would submit their written statements to the Arbitrator by the 25th June and 10th July respectively.

It was further agreed that the existing Coal Award, as modified by agreement or by the Arbitrators' Award, would remain in force till the 25th May 1960. In the meantime the parties would not give notice of termination of the existing Award.

### NEWS IN BRIEF

*Employees' State Insurance Scheme in Punjab*—With the extension of the Employees' State Insurance Scheme to more areas in Punjab from 9th May 1959, the total number of workers who will get benefit of the Scheme in the State will be 35,300.

*Employment Exchanges*—The Employment Exchanges secured jobs for 22,575 persons during April, 1959. Of these 5,981 were employed under the Central Government, 11,215 under the State Governments, 3,033 under quasi-Government establishments and local bodies and the rest under other employers. The number of persons registered with the Exchanges and the number of vacancies notified to the Exchanges during April 1959 were 1,97,539 and 41,896 respectively. The number of employers who utilised the services of the Exchanges during the month was 7,335.

*Vocational and Technical Training*—The number of persons undergoing training in various vocational and technical trades under the Craftsmen and Displaced Persons Training Scheme was 25,414 at the end of March 1959. This, *inter-alia*, included 842 women and 1,232 displaced persons.

**Indian Delegation to the 43rd Session of the International Labour Conference**—The Indian Delegation to the 43rd Session of the International Labour Conference being held at Geneva from the 3rd to 25th June 1959 consists of two representatives of Government and one each of employers and employees. The delegation is led by Shri Gulzari Lal Nanda, Union Minister for Labour and Employment.

**Employees' Provident Fund Act**—About 6,900 establishments in 39 industries have so far come within the scope of the Employees Provident Funds Act, which came into force in 1952. Over 25 lakhs of employees were benefited. The total accumulations in the Fund were over 133 crores at the end of February 1959. The rate of interest on the accumulations has been fixed at 3½ per cent per annum for the year 1959-60.

**Industrial Tribunal, Bombay**—The Government of India have constituted an Industrial Tribunal with headquarters at Bombay with Shri F. Jeejeebhoy as its presiding officer.

**Programme of Bombay Housing Board for the year 1958-59**—The Government of Bombay have sanctioned the programme of Bombay Housing Board for the year 1958-59. The essential details of the programme are briefly given below.—

General Type of work	Number of tenements	Total estimated cost
		Rs.
<b>I. Subsidized Industrial Housing Scheme—</b>		
Works in progress . . . . .	18,980	7,60,50,788
New Works . . . . .	736	41,58,000
<b>II. Low Income Group Housing Scheme—</b>		
A. 'Own your own' House Scheme . . . . .	126	9,02,000
B. Rental Housing . . . . .	688	50,71,416
C. New Works . . . . .	1,104	1,23,19,494
	and development of 100 acres of land at Bombay	
D. Development of Lands . . . . .	Earth filling in plots to the North of Juhu Nala in the Juhu Vile Parle Development Scheme—Acquisition and Development of 2½ acres of land at Bombay	27,76,798

(Bombay Government Gazette dated 2nd April 1959, Part IV B, pp. 503-511)

**Seventeenth Session of the Indian Labour Conference**—The seventeenth session of the Indian Labour Conference will be held at Madras on the 27th and 28th and if necessary, on the 29th July 1959. The main items for discussion at the Conference are Industrial Relations, Service Conditions of domestic servants and Introduction of a Pay Roll Scheme in industrial establishments.



# CURRENT LABOUR LITERATURE

## ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest published in periodicals received recently in the Labour Bureau are mentioned below:—

*Industrial Safety and Health Bulletin* (The Chief Adviser Factories, Ministry of Labour and Employment, New Delhi), October—December, 1958—Prevention of Occupational Diseases and Poisoning in the Chemical Industries.

*Labour Bulletin* (Labour Department, Uttar Pradesh), July, 1958—Old-Age Pension Scheme in Uttar Pradesh

*Monthly Labour Review* (United States Government Printing Office, Division of Public Documents, Washington 25 D C.), March, 1959—Problems in Unemployment Insurance

*International Labour Review* (International Labour Office, Geneva), March, 1959—(i) Hospital Insurance in Canada, (ii) Labour Mobility in the United States

*Social Security Bulletin* (United States Government Printing Office, Division of Public Documents, Washington 25 D C.), March, 1959—Growth in Employee-Benefit Plans, 1954—57.

*AFL-CIO Free Trade Union News* (Department of International Affairs, 1710 Broadway, New York, 19, NY), March 1959—Rising Productivity Can End Poverty

*Industrial Labour and Relations Review* (New York State School of Industrial and Labour Relations, Cornell University Ithaca, New York), Quarter ending April, 1959—(i) International Differences in Strike Propensity of Coal Mines. Experience in Four Countries, (ii) Advisory Councils in Employment Security, (iii) Hours of Work in British Industry.

*Industry and Labour* (International Labour Office, Geneva), April, 1959—(i) Workers' Co-participation in France, (ii) Workers' Self-Management of Undertakings in Poland.

*The Economic Weekly* (104, Apollo Street, Fort Bombay), April 25, 1959—Workers' Councils in Yugoslav Enterprises.

*American Federationist* (AFL-CIO Building, 815, 1 Sixteenth Street, N W. Washington 6, D C), April, 1959—Pay should be Moving Up

*Industrial Bulletin* (The Employers' Federation of India, Bombay), April 15, 1959—Incentive Wage System in U S A

*Ministry of Labour Gazette* (H M Stationery Office, 109, St. Mary Street, Cardiff, London), April, 1959—Average Earnings and Hours of Men in Manufacturing

*I.L.O. News Service* (International Labour Office, New Delhi), April 14, 1959—World Labour Scored Limited Gains in 1958: Conclusions of I.L.O. Survey.

## BOOK REVIEW

RECENT DEVELOPMENTS IN CERTAIN ASPECTS OF INDIAN ECONOMY—IV,  
I.L.O. INDIA BRANCH, NEW DELHI, 1959, PAGES 101, PRICE RS. 150.

The publication is the fourth in the series entitled "Recent Developments in Certain Aspects of Indian Economy". It contains articles on three topics, viz, Industrial Relations, Workers' Education and Labour Welfare. The publication is intended to bring together the widely scattered material on these subjects. This, it is hoped, will present a resume of developments and achievements and help in policy-making at a time when industrialisation has assumed great significance.

The article on Industrial Relations contains up-to-date information on several topics, such as, trade union movement and factors affecting its progress employers' organisations, collective relations, positive steps taken to improve industrial relations viz, tripartite consultative machinery, workers' participation in management, code of discipline, grievance procedure, case studies in labour-management relations and the influence of the I.L.O. The article ends with a brief note giving the concluding observations. It has been very aptly emphasized that human relations in industry have to be developed a great deal, and 'it is only when the human relations are kept on an even keel that uninterrupted industrial peace can be ensured' (p. 45)

The second article i.e., on Workers' Education begins with an introduction (including a definition of the phrase) and briefly records the growth of workers' education programme adopted in some western countries and the methods, etc., evolved by them. It also gives factual information regarding the work done in this direction by the Union and State Governments, employers and workers, Universities and other similar bodies and ends with a note on I.L.O.'s work in the field of worker's education. In the last few paragraphs which sum up the discussion, it has been rightly observed that there is hardly any systematic workers' education movement in India where unlike some other countries, trade unions have not yet taken a big hand in the movement. Nevertheless, the initiative taken by the Government of India in giving a push to the movement by organizing a course for teacher-administrators is most welcome (P. 84)

The third article viz Labour Welfare in India, contains information regarding definition and evolution of labour welfare, role of the I.L.O. in this connection, the need for welfare facilities in India, the present law and practice in relation to workers' welfare, and the welfare activities of Governments, and employers' and workers' organisations. The 'conclusion' given at the end of the article points out, among other things, the need for 'laying down statutorily for some sort of social minima indicating the responsibility for carrying out the welfare services included' (P. 98).

On the whole, the publication fulfils its objectives. The topics have been discussed objectively, and their inter-relationship dealt with in the correct perspective. The concluding observations are thought-provoking. Apart from its value to serious students of labour problems of India, this publication should prove of much informational importance to all those who are actively interested in the recent developments in the field of labour.

## STATISTICS

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N.B.—1. For Scope and Limitations of the Statistics presented, kindly see the January, 1959 issue of the Indian Labour Gazette.

2. The following symbols have been used throughout the Tables,

. . . . . Not available

—Nil for Negligible.

(R) Revised.

(P) Provisional.

## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957(P)	1958(P) First half
Andhra Pradesh	2,04,339	1,97,440	2,13,477
Assam	74,698	72,415	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay	10,51,878	10,77,044	9,89,928
Jammu & Kashmir	5,176		..
Kerala	1,65,196	1,55,315	1,10,693
Madhya Pradesh	1,68,176	1,54,738	1,53,697
Madras	3,07,667	3,24,617	3,12,166
Mysore	75,105	1,12,618	
Orissa	22,614	24,730	24,684
Punjab	91,083	90,147	80,878
Rajasthan	44,932	47,433	50,874
Uttar Pradesh	2,73,537	2,81,985	2,70,532
West Bengal	6,82,297	6,88,092	6,71,478
Andaman & Nicobar Islands	3,835	2,808	2,562
Delhi	51,075	57,337	57,230
Himachal Pradesh	1,014	1,175	1,307
Manipur	298		
Tripura	1,901	1,933	1,473
Total	34,01,549		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu and Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available.

Source: Chief Inspectors of Factories, State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
February 1958	68,125	2,34,427	1,72,347	2,38,837	6,93,734
March	69,632	2,33,689	1,70,580	2,40,595	6,94,502
April	69,789	2,34,844	1,71,213	2,39,977	6,95,803
May	70,365	2,35,810	1,70,124	2,41,338	6,97,637
June	70,990	2,36,207	1,52,607	2,43,434	7,03,298
July	71,545	2,37,531	1,53,231	2,42,971	7,05,288
August	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September	72,635	2,38,409	1,56,342	2,42,885	7,10,271
October	72,745	2,38,636	1,55,961	2,43,211	7,10,553
November	73,061	2,39,193	1,57,423	2,42,824	7,12,501
December	73,801	2,39,577	1,57,410	2,43,471	7,14,259
January 1959	73,851	2,39,743	1,57,812	2,44,273	7,15,679
February	73,749	2,40,510	1,58,325	2,44,472	7,16,945

Source: Directorate General of Resettlement and Employment.

TABLE 5A—EMPLOYMENT IN COTTON MILL INDUSTRY

Year/Month	Total No of workers on Roll	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1949 (Average)	8,67,038	4,31,216	2,62,106	51,190	7,34,602
1950	7,75,496	4,02,325	2,33,973	40,227	6,76,525
1951	7,85,134	4,15,602	2,49,062	48,915	7,14,479
1952	8,08,252	4,23,862	2,58,210	58,768	7,40,840
1953	8,01,853	4,21,888	2,54,372	63,724	7,43,984
1954	7,97,483	4,16,227	2,58,854	66,091	7,41,169
1955	8,55,726	4,19,236	2,62,226	76,582	7,58,044
1956	9,32,873	4,24,231	2,76,504	96,056	8,06,791
1957	9,43,417	4,39,624	2,77,518	95,806	8,12,948
1958	9,60,166	4,21,916	2,62,339	82,893	7,67,150
March 1959	9,08,835	4,27,185	2,61,365	84,440	7,69,990
April	9,02,687	4,15,160	2,56,121	81,188	7,52,469
May	9,09,582	4,12,109	2,58,589	80,967	7,51,665
June	9,06,578	4,08,042	2,51,547	80,872	7,40,461
July	8,97,042	4,11,998	2,62,612	81,768	7,56,378
August	8,90,115	4,24,756	2,64,118	82,719	7,71,093
September	8,84,795	4,20,262	2,63,763	84,258	7,67,878
October	8,88,970	4,22,892	2,62,164	82,404	7,67,370
November	8,90,443	4,23,775	2,65,244	79,527	7,68,506
December	8,91,350	4,26,853	2,65,301	82,596	7,74,670
January 1959	8,85,958	4,22,100	2,66,019	81,665	7,69,804
February	8,83,823	4,23,000	2,61,861	80,709	7,66,470
March	8,90,113	4,17,978	2,60,917	83,228	7,62,083

TABLE 5B—EMPLOYMENT IN COTTON MILL INDUSTRY IN THE VARIOUS STATES DURING MARCH 1959

State	Total No of workers on rolls	Average Daily Number of Workers Employed			
		1st shift	2nd shift	3rd shift	Total
Andhra	13,618	5,408	2,928	1,821	10,157
Bihar	771	427	265	—	692
Bombay	5,05,056	2,42,617	1,54,413	36,891	4,33,941
Kerala	11,355	5,135	2,542	1,380	9,057
Madhya Pradesh	54,354	24,135	17,073	9,900	47,108
Madras	1,20,333	60,729	32,644	9,889	1,03,256
Mysore	31,263	16,104	8,155	1,473	25,732
Orissa	7,664	1,172	1,900	1,250	4,322
Punjab	9,474	3,606	2,065	1,075	7,378
Rajasthan	11,992	6,132	3,560	825	10,517
Uttar Pradesh	53,401	21,677	15,533	8,914	46,124
West Bengal	43,463	21,379	12,780	7,375	41,494
Delhi	21,280	6,679	3,124	6,555	18,428
Pondicherry	8,689	2,720	1,813	1,296	5,829
Total March 1959	8,90,113	4,17,938	2,60,917	83,228	7,62,083

Source: Office of the Textile Commissioner (Ministry of Commerce & Industry) Government of India

TABLE 7—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN MARCH 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State	No of Weaving Depts of Composite Mills which during the month				
	Remained closed	Worked 1 shift	Worked 2 shifts	Worked 3 shifts	Total No. of Mills
Andhra Pradesh	—	—	—	2	2
Bihar	1	1	1	—	3
Bombay	12	6	122	33	173
Kerala	—	1	3	1	5
Madhya Pradesh	3	—	12	3	18
Madras	9	2	10	5	26
Pondicherry	—	—	1	2	3
Mysore	5	—	6	—	11
Orissa	—	—	—	1	1
Punjab	—	1	1	2	4
Rajasthan	3	1	4	1	9
Uttar Pradesh	5	—	4	8	17
West Bengal	1	1	9	6	17
Delhi	—	—	1	3	4
Total March 1959	39	13	174	67	293
Total Feb 1959	39	14	172	68	293

Employment Service  
TABLE 8A—EMPLOYMENT EXCHANGE STATISTICS

Period	No of Exchanges at the end of the Period	No of Registrations during the period	No of Applicants Placed in Employment during the Period	No of Applicants on the Late Registrations at the end of the Period	Monthly No of Employers using the Exchanges	No of Vacancies Notified during the Period	No of Vacancies Being dealt with at the End of the Period
1	2	3	4	5	6	7	8
15th August 1947 to 31st December 1947	55	2 07 838	61 729	2 30 714	2 873	97 892	68 730
1948	55	8 50 904	2 60 088	2 39 011	1 820	3 80 885	55 131
1949	109	10 66 731	4 56 809	2 54 375	4 481	1 62 011	29 292
1950	123	12 10 338	3 11 193	3 30 741	5 30 6	4 19 307	28 189
1951	126	13 75 371	4 16 858	3 28 719	6 304	4 80 514	21 530
1952	111	14 56 999	1 57 828	4 37 557	6 023	4 29 531	22 871
1953	126	14 08 800	1 81 443	5 22 100	4 330	2 30 701	20 914
1954	126	14 65 997	1 62 431	6 09 580	4 526	2 11 853	20 297
1955	135	15 84 024	1 67 531	6 91 958	4 881	2 80 521	42 248
1956	144	16 69 823	1 86 855	7 38 793	5 411	2 87 618	42 885
1957	181	17 54 608	1 92 831	9 22 099	5 622	3 95 188	47 136
1958	212	22 03 868	2 71 320	11 81 261	6 485	1 64 884	64 080
April 1958	198	1 78 712	19 536	9 36 263	6 391	16 518	56 066
May	200	1 78 842	20 540	9 61 345	5 068	15 629	61 067
June	200	1 91 804	18 945	10 01 571	6 361	29 144	62 000
July	202	2 40 834	21 607	10 83 126	6 322	39 651	60 206
August	204	2 05 331	20 994	11 28 541	6 611	30 941	61 043
September	204	1 98 976	20 210	11 51 000	6 681	31 534	62 199
October	208	1 32 363	20 213	11 64 769	6 731	31 113	63 246
November	211	1 68 080	18 921	11 59 031	6 551	29 027	64 687
December	212	2 12 961	21 037	11 83 299	6 618	30 590	64 180
January 1959	212	1 87 924	19 255	11 91 926	6 613	28 713	63 367
February	216	1 53 511	19 266	12 10 523	6 604	27 885	61 792
March	223	1 61 386	17 860	12 17 659	6 876	33 641	59 623
April	228	1 91 390	22 555	12 36 968	7 335	41 830	60 929

TABLE 9B—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING APRIL 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Unskilled Services	Domestic Services	Unskilled Services	Others	Total	
Andhra	145	1,119	21,756	4,572	2,795	42,705	6,280	83,592
Assam	62	1,301	1,800	57	401	11,185	490	19,805
Bihar	442	7,841	9,690	579	2,645	71,709	2,529	62,795
Bombay	1,051	9,743	31,640	7,184	7,008	81,861	11,297	1,74,730
Delhi	1,206	1,195	14,514	3,184	8,325	24,770	2,510	60,043
Himachal Pradesh	17	147	130	716	84	1,115	243	3,812
Jammu and Kashmir	7	76	226	52	128	700	137	1,395
Kerala	724	9,577	47,582	6,782	4,712	99,689	1,054	1,51,120
Madhya Pradesh	270	5,935	7,394	4,798	1,705	21,385	2,174	49,571
Madras	442	6,265	27,888	10,309	4,686	66,440	4,207	1,20,267
Manipur	50	300	910	1,273	20	1,140	1,150	7,063
Mysore	385	2,023	11,351	4,630	817	19,149	2,002	41,351
Orissa	259	4,618	1,044	456	588	8,991	1,963	19,071
Pondicherry	4	112	263	191	87	1,143	116	1,129
Punjab	445	3,040	10,385	3,449	1,170	27,708	3,132	51,729
Rajasthan	321	1,010	6,052	4,671	1,419	17,417	2,012	32,452
Tripura	0	191	160	515	95	1,002	806	2,025
Uttar Pradesh	1,136	13,393	48,087	2,154	8,401	84,154	6,849	1,64,272
West Bengal	1,786	21,684	46,081	499	3,676	1,73,413	6,700	2,13,609
Total April 1959	9,178	96,669	3,14,829	53,660	49,382	6,52,971	58,708	12,36,988

Source—Directorate General of Recruitment and Employment

Source—Directorate General of Recruitment and Employment

## Wages and Earnings

TABLE 11—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

State	1956		1957	
	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings (Rs.)*	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings (Rs.)*
1	2	3	4	5
Andhra Pradesh	75,414	594.9	81,811	1,070.8
Assam	47,970	1,515.7	50,937	1,833.6
Bihar	16,145	1,217.6	1,73,448	1,299.2
Bombay	10,99,521	1,414.8	11,11,147	1,452.0
Kerala	36,949	775.9	48,187	805.0
Madhya Pradesh	31,256	982.4	78,211(P)	1,138.7(P)
Madras	2,22,376	950.1	2,16,117	978.9
Mysore	28,038	872.5	14,850	967.3
Orissa	1,48,23	948.5	17,089	976.8
Punjab	48,566	991.6	60,660	953.3
Pondicherry	12,513	769.6	13,498	967.1
Uttar Pradesh	2,12,142	1,044.1	2,56,189	1,077.5
West Bengal	6,49,281	1,141.6	6,97,168	1,173.6
A & N Islands	2,699	688.8	1,845	677.1
Diu	67,561	1,469.9	72,288	1,493.4
Trinidad	611	864.1	535	919.0
All the above States	27,76,839	1,180.8	29,07,669(P)	1,273.9(P)

\* Data for reorganised States and include Railway workshops and factories belonging to the group I and II category. Includes Andhra Pradesh.

Source—Annual Reports on the Working of the Payment of Wages Act, 1948

TABLE 12—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

Month	Bharat				Raniganj			
	Basic Wages	Deductions Allowances	Other Cash Payments	Total	Basic Wages	Deductions Allowances	Other Cash Payments	Total
	Rs.	P.	P.	Rs.	Rs.	P.	Rs.	P.
1952 (Average)	4.71	6.91	1.49	13.11	4.10	6.15	1.63	11.88
1953 (Average)	4.69	8.92	1.57	15.18	4.47	6.49	1.71	12.67
1954 (Average)	5.08	5.52	1.60	11.20	4.40	6.73	1.72	12.85
1955 (Average)	5.67	7.54	1.53	14.74	4.51	6.61	1.76	12.88
1956 (Average)	6.32	9.70	1.29	17.31	5.80	8.73	1.58	15.11
1957 (Average)	8.11	11.23	1.10	20.44	7.64	10.41	1.28	19.33
1958 (Average)	8.71	11.63	1.61	21.95	8.21	11.62	1.68	20.51
January 1958	8.51	11.41	1.12	21.04	8.07	10.19	1.49	20.27
February	8.80	11.39	1.30	21.49	8.12	10.90	1.25	20.27
March	8.90	11.81	1.49	22.17	8.28	10.89	1.29	20.46
April	8.56	11.23	1.35	21.14	8.23	11.05	1.29	20.57
May	8.83	11.79	1.48	22.10	8.26	11.52	1.43	21.21
June	8.71	12.04	1.78	22.53	8.08	11.15	1.87	21.10
July	8.78	17.69	1.68	27.15	7.87	10.59	1.09	20.56
August	8.93	11.93	1.86	22.72	8.67	11.20	1.92	21.79
September	8.63	11.61	1.86	22.10	8.84	10.31	1.07	21.22
October	8.69	11.44	1.83	21.96	8.47	11.11	1.79	21.37
November	8.67	11.71	1.97	22.35	8.68	11.18	1.99	21.85
December	8.42	11.62	1.93	21.97	8.31	11.72	1.87	21.90
January 1959	8.57	12.20	1.90	22.67	8.45	11.70	1.99	22.14



TABLE 13—MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Month 1	Bombay 2	Ahmeda- bad 3	Bhopal 4	Paroda 5	Indore 6	Nagpur 7	Madras 8	Kanpur 9	West Bengal 10
	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.	Rs. p.c.
MINIMUM BASIC WA- GES	20 0	28 0	26 0	26 0	30 0	26 0	26 0	30 0	20 15
DEARNESS ALLOW.									
ANCI—									
Average 1934	67 43	68 91	52 41	62 62	51 52	41 44	42 45	50 64	30 00
Average 1935	64 81	64 71	40 58	49 36	52 84	40 18	41 45	43 34	30 00
Average 1936	68 57	63 94	57 48	57 37	48 00	46 86	47 55	51 76	30 00
Average 1937	71 53	71 31	63 22	64 17	55 31	51 55	51 15	55 80	30 00
Average 1938	81 98	75 31	44 01	67 58	55 17	54 99	55 84	58 48	31 25
April 1938	58 10	67 30	59 00	60 55	62 31	54 51	55 43	52 66	30 00
May "	80 40	69 22	59 00	62 30	52 31	54 34	53 25	54 06	30 00
June "	79 80	72 30	59 00	65 67	65 31	54 34	53 81	55 10	30 00
July "	85 10	57 08	59 00	67 72	55 81	54 60	54 37	59 06	32 50
August "	85 45	76 92	59 00	69 23	57 81	57 12	57 00	61 41	32 50
September "	84 60	81 53	45 50	73 38	63 81	55 90	57 56	63 12	32 50
October "	84 60	82 69	45 50	74 42	68 50	57 90	57 91	63 91	32 50
November "	84 60	83 06	45 50	74 77	78 50	56 68	79 81	60 08	32 50
December "	84 65	83 47	47 50	75 11	78 70	57 14	60 94	64 78	32 50
January 1939	82 05	84 22	45 50	75 80	79 06	58 36	61 85	61 72	32 50
February "	82 55	83 47	47 50	77 11	79 06	59 47	60 19	62 97	32 50
March "	85 20	87 69	47 50	79 92	79 06	64 40	58 41	62 81	32 50
April "	87 75	87 30	47 50	78 55	79 06	61 61	57 94	60 00	32 50

Revised minimum basic wages from 1st December 1937

Source - Monthly Returns on Dearness Allowance

## Productivity

TABLE 14—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Output (in tons) per Man-shift for					
	Wages and Funders		All Persons Employ- ed Under ground and in Open Workings		All Persons Employ- ed Above and Under ground	
			Tons	Kilograms	Tons	Kilograms
1953 (Average)	1 05	1 066 85	0 77	759 15	0 75	757 62
1954 "	1 09	1 107 49	0 58	589 31	0 37	375 94
1955 "	1 10	1 117 66	0 54	548 67	0 37	375 94
1956 "	1 12	1 137 98	0 59	599 45	0 38	380 10
1957 "	1 14	1 160 84	0 61	619 79	0 41	410 58
1958 "	1 15	1 168 46	0 59	599 47	0 42	426 74
January 1958	1 15	1 168 46	0 60	609 63	0 42	426 74
February "	1 17	1 188 78	0 61	619 59	0 43	436 90
March "	1 13	1 148 14	0 59	599 47	0 40	406 62
April "	1 12	1 137 98	0 59	599 45	0 40	406 62
May "	1 15	1 168 46	0 59	599 45	0 40	406 62
June "	1 12	1 137 98	0 58	589 31	0 40	406 62
July "	1 12	1 137 98	0 58	589 31	0 39	389 26
August "	1 14	1 158 30	0 58	589 31	0 40	406 62
September "	1 14	1 158 30	0 59	599 47	0 41	416 58
October "	1 16	1 178 20	0 59	599 54	0 41	416 58
November "	1 20	1 219 26	0 61	619 79	0 42	426 74
December "	1 19	1 209 10	0 62	629 95	0 43	436 90
January 1959	1 13	1 148 14	0 61	619 79	0 42	426 74

Source—Chief Inspector of Mines, Dhanbad

## Industrial Disputes

INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES INVOLVING 10 WORKERS OR MORE  
TABLE 15—By Years

Year	No. of Disputes in Progress During a Part or Whole of the Period	No. of Workers Involved Directly or Indirectly in Disputes in Progress During a Part or Whole of the Period	Total No. of Man-Days Lost During the Period
1919	406	4,091,189	49,92,595
1920	422	4 12, 730	55,71 281
1921	379	2 91 054	31 30, 503
1922	694	7 52 673	77 59, 565
1923	716	7 25, 988	23 42, 287
1924	678	7 50, 017	34 47, 206
1925	829	7 47, 520	40 54 499
1926	1,629	19 61, 948	1 27 17, 562
1927	1,811	18 40, 584	1,65,62,166
1928	1,279	10 79, 120	78 35, 153
1929	920	6 85, 457	10 66 795
1930	814	7 19, 823	1 28 00, 504
1931	1,071	6 91, 321	38 18, 928
1932	963	8 09, 212	33 36, 961
1933	772	4 60 605	37 82, 608
1934	810	4 57, 138	33 72, 630
1935	1 166	7 27, 565	56 97 848
1936	1,203	7 15, 130	60 92, 040
1937	1,248	6 40, 851	49 82, 229
1938*	1,536	8 81 351	64 29, 319
1938*	1,524	8 28, 566	77 95, 585

\*Figures relate to all States and Centrally Administered Areas as after reorganisation  
Source—Monthly Returns of Industrial Dispute

TABLE 16—By Months

Month	Striking During the Month			Continued from Previous Month			In Progress During the Month		
	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Total of Average Number of Workers Involved	Man days Lost During the Month
1958									
January	105	49,026	85,489	39	13,297	42,513	144	37,225	3,66,887
February	119	92,982	141,620	77	12,716	15,991	152	99,550	4,49,803
March	133	57,989	1,17,797	33	33,706	34,138	166	89,909	8,45,059
April	129	55,613	1,49,081	47	14,021	17,892	176	65,124	5,97,269
May	139	87,444	1,59,998	43	23,629	26,479	182	1,09,468	9,02,367
June	117	1,49,339	2,17,315	47	16,207	19,176	164	1,62,375	15,39,111
July	123	1,02,726	1,97,325	47	12,171	13,726	170	1,01,757	4,68,474
August	118	63,421	1,12,269	30	9,367	11,018	148	72,265	6,55,092
September	124	89,561	1,43,089	26	18,387	18,863	150	1,06,443	5,38,314
October	145	85,511	1,44,329	34	9,342	12,858	179	94,561	9,97,851
November	119	36,060	81,826	46	8,481	9,075	165	42,579	2,15,964
December	114	46,395	93,422	35	5,527	7,895	149	49,166	2,20,124
1959									
January	127	69,780(8)	1,56,644(7)	33	5,878	6,788	160	64,147(8)	3,19,885(8)
February	96	40,311(3)	88,521(5)	32	10,499	11,773	128	39,850(4)	2,91,294(4)
March	105	44,221(8)	1,21,607(11)	31	11,798(3)	15,544(3)	134	55,078(11)	2,79,346(11)
April	104	26,689(4)	46,914(5)	39	10,196(1)	14,935(2)	143	34,365(5)	3,21,261(5)

N.B.—The figures given in brackets show the number of cases for which the relevant information is not available.  
Source — Monthly Returns of Industrial Disputes

INDUSTRIAL DISPUTES RESULTING IN WORK STOPPAGES DURING APRIL 1959  
TABLE 17—By States

State	Starting During the Month			Continued from Previous Month			In Progress During the Month		
	No of Disputes	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	No of Disputes	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	No of Disputes	Total of Average No of Workers Involved	Man days Lost During the Month
Andhra	6	1,544(3)	850(3)	4	1,662	5,113	10	2,207(3)	24,406(3)
Assam	1	924	1,402	—	1,120	1,132(1)	1	808	808
Bihar	1	132	12	3	112	112	6	1,732	25,100
Bombay	31	3,039	12,735	2	181(1)	271(1)	13	1,730	47,498
Calcutta	2	64	72	3	181(1)	271(1)	5	243(1)	1,339(1)
Madhya Pradesh	2	43	1,634	—	1,322	1,312	2	43	43
Maharashtra	22	4,373(1)	6,116(1)	5	1,322	1,312	27	3,853(1)	26,623(1)
Mysore	6	1,793	1,751	—	168	—	6	1,560	6,716
Orissa	—	—	—	1	168	188	1	168	4,308
Punjab	1	100	151	—	—	—	1	100	31
Rajasthan	3	68	96	—	—	—	3	68	432
United Provinces	2	575	507	2	513	519	4	1,042	3,658
West Bengal	25	7,888	20,473	17	5,118	5,168	42	12,956	1,55,503
Dalhousie	2	240	276	—	—	—	2	240	740
Madagascar	—	—	—	—	—	—	—	—	—
Trinidad	—	—	—	—	—	—	—	—	—
Total April 1959	104	26,684(4)	46,914(3)	39	10,106(1)	14,033(2)	143	34,365(5)	3,21,261(5)
Total March 1959	109	44,221(8)	1,21,603(11)	91	11,798(3)	15,544(3)	134	55,058(11)	2,59,916(11)
Total April 1958	129	53,613	1,49,081	45	14,021	17,802	176	65,124	5,97,260
(Monthly Average) 1958	124	56,272	1,43,200	3	1,108	3,543	125	—	6,49,599

Figures not received from the States of Jammu & Kashmir, Orissa, Andaman & Nicobar Islands and Haveli and Pradeshi.  
The figures given in brackets show the number of cases for which the relevant information is not available.  
Source—Monthly Returns of Industrial Disputes.  
\*Figure relate to central sphere only.

TABLE 18—By Industries

Industry	No of Disputes in Progress	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	Total No of Man days Lost During		
				April 1950	March 1950	February 1950
1	2	3	4	5	6	7
<i>Agriculture, Forestry, Fishing etc</i>						
Tea Plantations	6	2,240	3,270	2,319	11,825	19,763
Rubber Plantations	2	1,828	2,420	1,808	10,601	18,830
Other Plantations	2	265	201	370	—	935
	2	156	549	141	1,132*	—
<i>1—Mining and Quarrying</i>						
Coal Mining	13	2,595 (1)	8,337 (1)	29,194 (1)	40,100	14,746
Iron Ore Mining	8	2,017	7,497	23,646	36,334	10,032
Other Metals Mining and Quarrying and others (where classified)	3	563	615	12,478	8,355	3,528
Manganese	—	—	—	—	660	330
Gold	—	—	—	—	—	730
Others (Non Metallic Mining and Quarrying and others (where classified))	—	—	—	—	1,757	120
	2	215 (1)	225 (1)	3,010 (1)	2,150	—

TABLE 18.—By Industries—contd

1	2	3	4	5	6	7
2.3.—Manufacturing . . . . .	40	25,683 (7)	28,399 (4)	2,52,804 (3)	1,81,740 (8)	1,09,477 (4)
20 Food (Except Beverages) . . . . .	7	217 (2)	223 (2)	3,022 (2)	16,906 (6)	65,009 (4)
Canned Milk Products . . . . .	—	—	—	—	—	138
Plant Mills . . . . .	2	177	167	1,905	152	—
Rice Mills . . . . .	4	45 (2)	45 (2)	1,095 (2)	1,170 (3)	933 (7)
Dal Mills . . . . .	1	15	15	102	—	—
Sugar Mills . . . . .	—	—	—	—	15,764	61,596
Edible Oils (Other than Hydrogenated Oil) . . . . .	—	—	—	—	—	1,773 (1)
Others (Miscellaneous Food Preparations) . . . . .	—	—	—	—	—	670
21 Beverages . . . . .	3	569	573	7,044	—	44
Distilleries and Breweries (including Hydrated Alcohol Manufacturing) . . . . .	2	870	870	6,874	—	—
Others . . . . .	1	19	23	100	—	44

22. Tobacco	.	.	1	28	112	38,201	1,052
Belt Industry	.	.	1	28	112	37,515	1,297
Others	.	.	—	—	—	576	655
23 Textiles	.	.	19	7,332	52,729	18,552	33,628
Cotton Mills	.	.	12	4,323	19,164	28,479	29,450
Jute Mills	.	.	—	—	—	2,800	1,278
Silk Mills	.	.	3	1,898	25,646	51	—
Woollen Mills	.	.	—	—	—	10,650	4,800
Others (Spinning Weaving & Finishing of Textiles)	.	.	3	1,011	5,311	7,172	—
Gar Factors	.	.	1	100	2,680	—	100
24 Footwear, Other Weaving, Apparel and Made up Textile Goods	.	.	1	170	470	—	108
Others	.	.	1	170	470	—	108
25 Wood and Cork (Except Furniture)	.	.	7	1,053	29,160	793	—
Saw Mills	.	.	3	103	453	—	—
Plywood	.	.	1	931	22,408	793	—
Others	.	.	1	19	219	—	—
26 Furniture and Fittings	.	.	1	30	420	312	6,169
28 Printing, Publishing and Allied Industries	.	.	3	1,163	7,877	19	100

TABLE 18—By Industries—contd

1	2	3	4	5	6	7
29 Leather and Leather Products (except Footwear)						
Tanneries and Leather Finishing	3	3,092	3,098	21,252	—	—
	3	3,092	3,098	21,252	—	—
30 Rubber and Rubber Products	1	120	210	3,000	2,700	—
Others	1	120	210	3,000	2,700	—
31 Chemical and Chemical Products	10	942	1,041	10,196	10,607	19,715
Heavy Chemicals	2	59	152	704	852	—
Others (Basic Industrial Chemicals)	1	12	12	24	—	—
Medicinal and Pharmaceutical Products	1	89	89	356	6,000	12,000
Paints, Varnishes and Lacquers, etc	3	407	413	5,587	8,580	1,240
Lac (Including Shellac)	1	250	250	6,700	2,250	—
Others (Miscellaneous)	2	125	125	3,025	1,025	475
32 Non-Metallic Mineral Products (except Products of Petroleum and Coal)	4	1,034 (1)	1,034 (1)	13,424 (1)	10,031 (2)	13,907
Structural Clay Products	1	174	174	174	31	—
Glass and Glass Products (Except Optical Lenses)	1	170	170	2,210	10,020	10,020
Potters, Clays and Earthenware	—	—	—	—	—	1,380
Cement	1	690	690	11,040	—	—



[illegible]

TABLE 18—By Industries—contd.

1	2	3	4	5	6	7
39 Miscellaneous	—	—	—	—	—	6,216
4 Construction	4	700	750	2,000	901	42,077
Construction, Repair and Improvement of Buildings	3	660	710	1,680	821	1,106
Highways, Roads, Bridges, etc.	—	—	—	—	—	40,800
Railroads, Railway Roadbeds, Bridges, etc.	—	—	—	—	—	151
Hydro electric Projects	1	40	40	320	80	—
5 Electricity Gas Water and Sanitary Services	3	401	126 (1)	750	3,277 (3)	5,031
Electricity, Gas and Steam	—	—	—	—	—	1,500
Water Supply	—	—	—	—	—	74
Sanitary Services	3	403	326 (1)	750	3,277 (3)	3,453
6 Commerce	8	1,610	1,925	544	28	18
Banks and Other Financial Institutions	7	706	1,774	513	28	18
Life Insurance	1	100	171	37	—	—

7 Transport and Communication (other than Workshops)		11	1,592 (1)	15,947 (1)	18,202 (1)	20,102	6,278
Railways	.	5	512	818	5,936	872	—
Motor Transport	.	1	30	20	740	5,320	4,744
Air Transport (Seamen)	.	1	44	44	11	—	—
Ships and Ports	.	5	1,186 (1)	14,805 (1)	10,755 (1)	7,010	1,514
8. Services		3	120	260	860	17,400	—
Offices (Water Transport)	.	1	120	260	860	17,400	—
Government Services	.	4	275	653	1,920	1,976	984
Educational Services	.	—	—	—	—	701	—
Motion Picture Production, Distribution and Projection.	.	4	223	586	4,512	531	354
Restaurants, Cafes, Hotels, etc.	.	—	—	—	—	64	8
Other Personal Services	.	2	52	67	408	600	450
9. Industries not Adequately Described		3	1,272	1,373	8,582	1,272	2,922
Total		143	30,895 (5)	60,919 (7)	3,21,201 (5)	2,59,246 (11)	2,91,294 (7)

\* Exact nature of plantations is not known.

The figures given in brackets show the number of cases for which the relevant information is not available.

Source : Monthly Returns of Industrial Disputes.

TABLE 19—By Causes and Results

(x) Number of Fresh Disputes  
 (y) Maximum Number of Workers Involved  
 (z) Number of Man-days Lost

(a) Number of Disputes Terminated  
 (b) Total of Average Number of Workers Involved  
 (c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in April, 1959		Cause	Disputes Terminated in April, 1959 by Results to Workers											
(x)	(y)	(z)	Successful			Partially Successful			Unsuccessful			Indefinite		
			(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
29	8,410 (2)	41,317 (2)	5	3,574 (1)	30,922 (1)	7	206 (1)	2,468 (1)	5	2,674	9,582	4	5,52	—
8	2,304	1,3743	1	47	47	2	72	118	1	992	913	6	1,313	—
40	1,320 (1)	43,101 (1)	3	660	15,820	9	140 (1)	8,925 (1)	8	17,24	12,882	9	949	10,792
3	260	1,173	2	81	1,475	1	60	240	—	—	—	2	334	5,210
3	278	278	—	—	—	—	—	—	—	—	—	3	29	238
27	7,711 (1)	2,1668 (1)	7	1,922	7,820	3	286	1,458	11	4,570	14,615	6	2,715	49,706
3	2,129	13,112	—	—	—	—	—	—	—	—	—	—	—	—
104	29,089 (4)	1,40,803 (4)	18	6,274 (1)	56,680 (1)	18	1,114 (2)	12,309 (2)	23	9,268	37,963	29	9,128	1,02,637

N.B. The figures given in brackets show the number of cases for which the relevant information is not available.  
 Source:—Monthly Returns of Industrial Disputes.

TABLE 20—By Number of Workers Involved

Maximum Number of Workers Involved	Number of Fresh Disputes			
	April 1959	March 1959	April 1958	Average 1958
10 or more but less than 100	35	39	66	59
101 or more but less than 500	31	32	45	41
500 or more but less than 1,000	11	14	6	12
1,000 or more but less than 10,000	7	10	12	10
10,000 or more	—	—	—	1
Not Known	4	8	—	1
<b>TOTAL</b>	<b>104</b>	<b>103</b>	<b>120</b>	<b>124</b>

TABLE 21—By Duration

Duration	Number of Terminated Disputes			
	April 1959	March 1959	April 1958	Average 1958
A day or less	45	38	30	44
More than a day up to 5 days	19	25	42	38
More than 5 days up to 10 days	7	6	11	14
More than 10 days up to 20 days	6	8	15	12
More than 20 days up to 30 days	6	8	17	6
More than 30 days	8	10	11	10
Not Known	—	1	—	—
<b>TOTAL</b>	<b>91</b>	<b>96</b>	<b>132</b>	<b>124</b>

TABLE 22—By Number of Man-days Lost

Total Man-days Lost During a Dispute	Number of Terminated Disputes			
	April 1959	March 1959	April 1958	Average 1958
Less than 100	28	25	30	34
100 or more but less than 1,000	36	32	56	62
1,000 or more but less than 10,000	17	18	36	36
10,000 or more but less than 50,000	6	10	9	—
50,000 or more	—	1	1	2
Not Known	4	10	—	1
<b>TOTAL</b>	<b>91</b>	<b>96</b>	<b>132</b>	<b>124</b>

Source :—Monthly Returns of Industrial Disputes.

## Absenteeism

TABLE 23—ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA  
(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Year Month	Cotton Mill Industry							Woollen Industry	
	Bombay	Ahmedabad	Sholapur	Madras	Madurai	Coimbatore	Kanpur	Kanpur	Dharam
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	2	3	4	5	6	7	8	9	10
1947	14.4	6.4	19.1	16.3	14.7	13.8	16.1	11.5	.
1948	13.3	5.0	18.1	9.1	13.9	9.6	16.1	10.6	.
1949	13.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	.
1950	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3
1951	12.7	8.3	18.7	8.9	11.3	10.0	12.0	13.2	10.0
1952	12.7	8.8	20.2	9.7	10.5	10.5	11.7	9.4	6.3
1953	12.6	9.4	20.5	9.3	10.0	8.2	12.3	11.0	5.0
1954	10.8	8.7	17.4	9.1	11.0	8.8	12.4	10.7	5.2
1955	8.2	6.8	18.0	6.6	12.2	9.9	12.8	10.6	5.0
1956	8.3	8.5	18.4	6.2	13.0	11.4	11.1	7.3	5.2
1957	7.1	8.8	16.0	7.0	13.5	11.3	11.0	8.5	4.8
1958	7.0	7.1	13.6	7.4	16.5	12.3	13.1	8.5	8.1
January 1958	5.9	6.3	14.9	5.8	13.4	12.2	10.5	7.3	6.4
February "	7.4	7.5	16.1	6.6	16.1	11.4	11.0	9.5	5.9
March "	8.0	8.0	13.1	10.0	15.5	13.4	12.9	11.0	5.1
April "	8.0	7.9	14.1	7.1	22.7	15.0	14.9	12.3	4.6
May "	8.5	8.0	16.0	7.1	27.6	17.8	17.7	14.2	3.2
June "	7.7	7.8	13.9	9.2	31.8	16.7	17.4	11.3	5.2
July "	6.9	6.7	11.9	7.5	21.8	9.3	15.3	6.8	4.5
August "	6.4	6.3	11.9	7.0	13.8	9.1	12.1	5.4	3.9
September "	6.8	6.6	11.8	7.9	15.4	9.1	11.5	4.9	4.2
October "	6.4	6.2	12.8	7.6	13.5	9.7	11.1	5.8	6.4
November "	6.8	6.0	13.0	6.3	13.3	11.2	13.3	6.9	10.3
December "	5.6	20.5	11.9	5.7	13.9	9.7	11.6	6.1	13.3

TABLE 23—ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA—contd.  
(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Year Month	Engineering Industry		Telegraph Work-shops	Tramway Work-shops	Iron and Steel Industry	Ordinance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay	West Bengal	All India	All India	All India	All India	All India	All India	Kanpur
	(b)	(c)	(a)	(a)	(a)	(a)	(a)	(a)	(d)
	11	12	13	13	15	16	17	18	19
1917 . . .	13.8					10.6	12.2	12.4	15.5
1918 . . .	13.4				14.3	8.5	10.9	10.9	8.0
1919 . . .	13.6				13.5	8.0	10.1	10.6	11.3
1920 . . .	13.1	11.1	8.1	13.7	12.4	8.9	10.6	11.0	8.4
1921 . . .	13.9	10.1	8.3	13.0	11.0	8.6	11.8	10.5	7.8
1922 . . .	13.4	10.3	9.0	10.6	10.9	9.4	11.5	10.6	9.2
1923 . . .	13.7	10.8	10.1	7.0	10.9	9.9	11.9	10.1	9.2
1924 . . .	14.0	11.7	12.0	7.1	12.0	11.8	12.1	10.4	9.8
1925 . . .	15.6	12.8	12.1	7.2	11.4	12.4	11.7	10.6	10.1
1926 . . .	14.6	12.5	12.9	8.1	11.6	12.4	12.2	10.1	11.2
1927 . . .	14.6	12.5	12.9	7.8	12.7	12.1	12.5	11.8	10.0
1928 . . .	14.5	12.2	12.3	8.0	14.0	12.6	11.9	12.7	9.4
January 1929 .	11.6	10.0	10.9	6.2	11.9	9.7	11.1	11.2	6.9
February „ .	13.1	10.3	12.7	7.1	13.7	11.7	14.0	14.8	7.7
March „ .	15.5	12.4	14.7	8.9	12.9	12.6	13.7	11.4	10.6
April „ .	15.5	11.7	15.6	8.7	14.0	14.9	12.0	14.5	11.3
May „ .	18.6	17.2	18.5	9.5	25.8	16.0	14.2	15.3	13.1
June „ .	21.0	16.2	15.9	7.8	15.8	13.7	13.5	12.9	12.5
July „ .	13.8	12.7	11.1	6.6	10.7	10.5	6.5	10.7	8.8
August „ .	11.2	10.6	8.9	12.1	10.5	8.1	11.0	9.0	8.1
September „ .	13.9	9.1	9.4	8.4	6.3	8.3	11.0	9.1	7.3
October „ .	12.1	9.3	9.8	7.0	11.4	9.6	10.5	8.7	9.3
November „ .	13.9	12.5	10.6	6.3	12.6	11.3	11.8	10.4	8.3
December „ .	13.7	12.6	9.6	7.0	9.9	12.2	12.0	9.8	8.5

Sources—

(a) Government of India, Labour Bureau

(b) Government of Bombay, Deputy Commissioner of Labour (Admn.).

(c) Government of West Bengal, Labour Commissioner.

(d) Employers' Association of Northern India.

TABLE 24—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING APRIL, 1959, BY CAUSES

Industry and Area	No of Returns	Total No. of Man-shifts Scheduled to Work	Total No. of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<b>Cotton Mills—</b>								
Madras . . . . .	1	3,35,373	26,834	5.4	0.4	0.8	1.4	8.0
Madurai . . . . .	6	1,20,033	20,822	4.9	6.4	4.5	1.5	17.3
Coimbatore . . . . .	14	4,64,136	30,673	3.3	0.6	4.0	2.1	10.9
Tirunelveli . . . . .	3	2,92,960	34,465	4.7	3.1	3.6	0.4	11.8
Others . . . . .	5	1,15,557	14,220	3.6	0.8	3.7	0.6	9.7
<b>Woolen Mills—</b>								
Dharawal . . . . .	1	60,229	5,959	1.6	—	7.1	1.2	9.9
<b>Iron and Steel Factories—</b>								
West Bengal . . . . .	3	3,34,394	40,706	2.6	—	7.2	2.4	12.2
Bihar . . . . .	5	9,12,907	1,11,715	2.4	1.1	8.1	2.4	12.0
Madras . . . . .	1	20,358	2,485	4.9	3.7	3.6	—	12.2
<b>Ordinance Factories—</b>								
West Bengal . . . . .	3	2,64,581	28,357	3.4	0.8	5.4	1.1	10.7
Bombay . . . . .	5	2,41,043	37,590	4.5	0.1	10.3	0.7	15.6
Madhya Pradesh . . . . .	3	2,29,019	37,116	5.2	—	10.7	0.3	16.2
Uttar Pradesh . . . . .	7	3,18,048	42,548	4.4	0.7	6.7	1.5	13.3
Madras . . . . .	1	25,799	3,144	4.5	—	7.7	0.0	12.2
<b>Cement Factories—</b>								
Andhra . . . . .	1	18,044	837	—	0.6	3.4	0.6	4.6
Madras . . . . .	1	24,696	3,684	5.4	6.6	3.3	—	15.3
Madhya Pradesh . . . . .	2	25,924	4,887	9.0	5.8	2.5	1.5	18.8
West Bengal . . . . .	1	6,328	1,125	1.6	—	9.0	7.2	17.8
Bihar . . . . .	3	56,303	8,630	4.2	1.1	8.5	1.3	15.3
<b>Match Factories—</b>								
Bombay . . . . .	1	35,172	3,849	2.1	1.0	2.0	5.8	10.9
West Bengal . . . . .	1	37,628	3,616	3.4	—	4.5	1.7	9.6
Uttar Pradesh . . . . .	1	32,297	4,339	0.2	—	6.7	6.5	13.4
Assam . . . . .	1	20,545	4,011	14.0	—	4.3	1.2	19.5
Madras . . . . .	1	37,150	6,609	8.5	—	7.8	1.5	17.8
<b>Tramway Work shops—</b>								
Bombay . . . . .	—	—	—	—	—	—	—	—
Delli . . . . .	1	1,703	332	4.1	0.4	15.3	0.9	20.7
Calcutta . . . . .	1	25,953	1,694	1.5	3.1	—	2.2	6.8
<b>Telegraph Work shops—</b>								
Bombay . . . . .	1	30,366	5,826	1.1	7.0	8.8	2.3	19.2
West Bengal . . . . .	1	50,184	7,788	2.2	6.1	13.2	—	15.5
Madhya Pradesh . . . . .	1	34,275	6,469	0.4	—	18.5	—	18.9

Source: Monthly Returns on Absenteeism.



TABLE 25A—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Year/Month	Manufacturing					Gold Mining	Plantation
	Textiles	Engineering	Food and Drink	Chemicals and Dyes	Miscellaneous		
1	2	3	4	5	6	7	8
1940 . . .	11.8	11.8	19.2*	13.7	12.2	14.5	..
1950 . . .	11.1	13.4	21.3*	12.1	..		..
1951 . . .	11.8	9.7	14.0	12.4	8.4	10.2	13.3
1952 . . .	11.2	10.6	11.6	12.6	8.3	11.3	13.6
1953 . . .	11.4	11.4	9.9	11.2	8.4	11.0	16.4
1954 . . .	12.1	11.2	10.0	10.0	8.6	10.6	15.3
1955 . . .	11.8	10.6	9.8	9.6	9.9	13.5	16.9
1956 . . .	12.2	11.3	11.0	10.2	10.7	10.0	18.2
1957 . . .	16.3	11.9	11.6	11.5	13.7	12.2	25.5
1958 . . .	17.9	9.7	15.6	13.5	13.2	9.7	20.5
January 1958 . . .	17.3	9.8	12.8	10.6	14.2	9.8	19.0
February " . . .	20.1	13.7	12.6	12.0	11.4		17.3
March " . . .	20.8	11.9	12.9	10.7	12.5		..
April " . . .	21.8	8.7	16.4	.	14.5	11.6	20.5
May " . . .	18.1	8.5	18.4	..	19.2	.	22.6
June " . . .	13.1	5.2	20.2	..	12.7	10.9	21.6
July " . . .	15.7	5.2	16.6	7.4	19.1	19.5	25.7
August " . . .	16.5	7.9	15.0	7.7	10.4	9.5	21.3
September " . . .	34.1	9.5	16.1		20.2	9.4	17.8
October " . . .	18.0	10.7	17.8		9.9	11.1	17.8
November " . . .	8.4	12.7	14.3	8.2	10.9	4.9	17.2
December " . . .	11.1	13.3	15.7	10.6	12.1	9.4	15.7

\*Including figures for Plantations

Source—Commissioner of Labour, Mysore

TABLE 25B—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING MARCH, 1959, BY CAUSES

Industry	Percentage of Absenteeism due to				All Causes
	Sickness or Accident	Social or Religious Causes	Other Causes		
			With Leave	Without Leave	
1	2	3	4	5	6
Silk . . . . .	0.4	0.7	9.5	10.1	20.7
Cotton . . . . .	1.9	0.6	12.5	10.4	25.4
Woollen . . . . .	0.8	—	9.4	6.4	16.6
Engineering . . . . .	1.1	0.6	2.0	6.2	9.9
Manufacturing (Others) . . . . .	2.9	0.5	7.6	1.4	12.4
Oil . . . . .	2.8	3.4	3.5	3.3	13.0
Coffee . . . . .	3.0	5.0	4.0	4.4	16.4
Gold Mining . . . . .	3.8	0.8	4.5	2.4	11.5
Sugar . . . . .	2.1	2.9	6.3	0.2	11.5
Tobacco . . . . .	12.9	—	8.4	0.4	21.7
Cement . . . . .	4.2	2.4	9.0	1.8	17.4
Miscellaneous . . . . .	1.9	—	5.6	13.8	21.3
Chemicals . . . . .	1.8	2.4	1.9	5.3	11.4
Plantations . . . . .	2.8	—	6.2	10.2	19.2

Source—Labour Commissioner, Mysore

TABLE 26—ABSENTEEISM AMONG WORKERS IN COAL MINES  
(Percentage)

Month	Under ground	Open- workings	Surface	Over-all
1933—(Average) . . .	15.0	15.1	10.8	13.7
1934 . . . . .	14.5	16.0	10.8	13.3
1935 . . . . .	15.4	16.4	11.4	14.0
1936 . . . . .	15.1	15.7	11.1	13.8
1937 . . . . .	14.8	16.5	10.6	13.7
1938 . . . . .	14.6	14.0	9.0	13.2
January 1938 . . . .	14.0	14.2	9.9	12.8
February . . . . .	16.0	16.8	11.1	14.2
March . . . . .	16.2	15.7	11.5	14.7
April . . . . .	15.2	16.8	11.1	14.1
May . . . . .	14.6	16.9	8.8	13.0
June . . . . .	14.8	15.5	10.5	13.6
July . . . . .	14.6	13.7	9.7	13.0
August . . . . .	14.5	14.3	9.1	12.8
September . . . . .	13.8	14.7	9.0	12.4
October . . . . .	13.7	13.9	9.4	12.4
November . . . . .	14.2	14.1	9.7	12.8
December . . . . .	13.3	13.2	9.3	12.1
January 1939 . . . .	13.5	13.8	9.8	12.4

Source—Chief Inspector of Mines, Dhanbad

Trade  
**TABLE 27—REGISTERED TRADE UNIONS**

	1947 48			1952 53			1953 54		
	A	B	C	A	B	C	A	B	C
CENTRAL UNIONS	109	67	3 14 181	128	72	1,15,708	169	89	2,41,948
STATE UNIONS—									
Part A States—									
Andhra									
Assam	80	43	4 670	93	61	1,29,216	167	109	31 232
							102	78	1,43,798
Bihar	238	104	1 23,137	411	270	2,12,845	435	378	2,63,539
Bombay	306	246	3 16 622	673	422	4 01,077	765	461	4,01,694
Madhya Pradesh	94	55	40 198	118	82	41 467	144	63	33,113
Madras	512	346	2,42 628	678	320	1 31 911	534	328	1,38 908
Orissa	4	25	5 634	52	52	32 325	81	62	31 637
Punjab	7	7	700	179	82	20,008	168	86	17,424
Uttar Pradesh	282	209	1 27 882	567	428	1 70 582	620	466	1 43 496
West Bengal	926	463	3 18 906	1,163	554	2,26,631	1,438	680	4 60,814
Total (Part A States)	2 499	1 518	13 22 273	7 874	2 261	14 80 775	4 452	2 674	16 11,063
Part B States—									
Hyderabad				53	41	16,473	270	57	22,309
Jammu and Kashmir							6	5	1,208
Madhya Bharat				49	40	13,763	62	34	14 900
Viscra					25	2,407	35	33	36,075
PPF&U				8	6	4 893	10	6	2 230
Rajasthan				31	33	8,445	83	36	7,888
Saurashtra				64	47	17 741	91	57	12 809
Travancore Cochin				368	67	80,032	645	137	85,123
Total (Part B States)				773	259	1,43,320	1,209	365	1,82,674
Part C States—									
Ajmer	11	11	6 631	15	15	6,143	18	14	6,010
Bhopal				12	12	3 674	21	16	4 399
Coorg				3	7	819	5	5	2 042
Delhi	47	32	20,448	93	90	49 476	134	115	60,164
Himachal Pradesh				2	2	332	6	2	351
Kutch				1	1	419	1	1	419
Tripora				6	3	1,646	11	11	2 840
Vindhya Pradesh							8	8	1 982
Total (Part C States)	58	43	26,475	132	126	53,160	204	172	78 217
GRAND TOTAL	2 666	1 628	16 62 970	4,999	2 718	20 99 607	6 034	3,200	21,13,904

NOTE—There are no registered trade unions in Manipur

A—Number of Unions on register

B—Number of Unions submitting returns

C—Membership of unions submitting returns

# Unions AND THEIR MEMBERSHIP

1934 55			1935 56			*1956 57			*1957 58(F)				
A	B	C	A	B	C	A	B	C	A	B	C		
144	105	1,75,508	174	105	2,12,848	173	102	1,67,295	69	46	1,65,386		
184	136	35,970	205	124	36,965	532	177	81,790	601	199	1,06,729		
124	74	1,78,107	141	84	2,03,249	149	54	1,75,364	136	50	73,072		
493	248	2,02,100	521	398	2,91,945	572	396	3,09,124	1,639	1,001	5,49,698		
869	497	3,67,427	1,117	584	3,85,775	1,543	833	4,60,004					
150	101	66,001	247	95	4,94,22	270	64	28,906					
619	401	1,66,328	711	514	2,15,171	678	489	2,14,676					
95	65	32,919	89	57	11,558	117	73	47,980	119	75	66,943		
216	91	18,491	299	131	15,529	337	129	34,869					
631	552	1,61,570	787	616	1,70,682	806	606	1,97,244					
1,781	867	3,61,176	1,693	432	2,87,412	2,039	412	1,76,884					
4,782	2,722	10,40,073	5,797	3,029	17,09,708	7,079	3,179	17,26,751					
313	63	27,473	358	70	27,695								
69	43	18,155	95	49	15,291	223	223	1,15,624					
65	55	48,463	194	72	44,762								
14	10	3,032	25	11	3,770	230	406	22,971	212	112	24,281		
116	54	12,430	176	78	14,969								
122	97	18,228	164	116	21,766	585	673	2,42,134†					
769	191	1,41,570	793	251	1,30,789								
1,458	511	2,65,363	1,809	618	2,78,554	1,628	902	3,78,729					
19	18	7,367	22	14	5,241								
19	19	6,870	25	18	5,395								
191	168	67,196	251	183	76,577	241	193	77,514	255	200	74,452		
6	2	341											
1	1	614											
22	12	6,067	17	17	6,366	29	18	6,473	29	17	7,776		
6	5	1,151											
204	225	89,606	315	234	97,621	273	211	84,987					
5,649	3,113	21,70,470	8,095	4,000	22,74,732	8,553	4,394	23,76,762					

\*Relates to reorganised States

†Relates to Kerala

## Consumer Price Index Numbers

TABLE 28—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	China Hk.	Australia	Turkey	Ceylon	Japan	Pakistan		Burma
	General Index	Food Index					Istanbul	Columbo		Karachi	Narayanganj	Rangoon
1950	101	101	103	101	103	110	95	105	93	96	95	85
1951	105	104	112	109	114	113	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	70
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	115	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169		110	128	106	90	76
1956	105	105	141	114	118	179	140	109	128	110	105	85
1957	111	112	147	118	122	183	156	112	132	120	110	92
1958	116	118	151	121	125	187	.	114	132	128	115	89
1959												
April	111	112	152	121	125	186	{	114	131	127	110	80
May	113	113	151	121	125			115	131	125	115	80
June	116	118	153	125	125			114	132	126	115	83
July	119	122	150	122	125	187	{	112	131	129	118	97
August	120	124	150	122	125			114	133	128	117	97
Sept.	121	125	150	122	126			114	132	129	119	94
Oct.	123	127	152	122	126	189	{	116	133	121	118	91
Nov.	122	126	152	122	126			115	132	116	113	86
Dec.	119	122	153	122	126			114	132	113	110	78
1960												
Jan.	117	119	153	122	126	190	{	114	132	113	111	74
Feb.	118	120	153	122	126			111	131	114	111	73
March	117	118	153	122	126			114	132	116	113	75
April	117	119	152	122	125			115				74

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all-India index on base 1944=100 during the month of April, 1959 was 161.46.

Sources: (i) I.L.O. except for all-India Index.  
(ii) Labour Bureau for all-India Index.

TABLE 29—WORKING CLASS GENERAL AND FOOD INDEX NUMBERS (EXCLUDING LABOUR BUREAU SERIES)  
(Base shifted to 1949=100)

State	Bombay					Madras
Centre	Bombay	Ahmed abad	Shohpur	Jalgaon	Nagpur	Madras City
Original Base (=100)	July 1933 to June 1934	August 1926 to July 1927	February 1927 to January 1928	August 1939	August 1939	July 1935 to June 1936
<b>GENERAL</b>						
Year—						
Conversion Factor*	3 07	2 48	2 99	4 25	3 77	3 23
1930	102	104	97	100	99	101
1931	108	105	105	110	104	103
1932	110	104	104	105	101	102
1933	118	111	108	111	103	109
1934	117	98	98	95	99	106
1935	110	87	82	83	96	99
1936	115	98	106	100	105	111
1937	120	104	113	103	112	116
1938	120	110	105	107	119	124
April 1938	127	105	99	99	116	119
May	126	106	99	101	117	120
June	129	110	103	105	117	121
July	133	115	106	109	118	125
August	132	116	108	112	118	126
September	132	117	109	112	120	127
October	132	117	111	113	122	130
November	131	118	110	115	124	132
December	130	117	108	114	125	133
January 1939	129	121	108	114	127	130
February	130	121	109	115	129	127
March	131	117	107	112	129	127
April	(P)130	(P)119	(P)105	(P)112	130	128
<b>FOOD</b>						
Conversion Factor*	3 66	2 35	2 92	4 62	3 84	3 03
1930	104	107	101	99	99	99
1931	109	105	103	109	103	100
1932	112	105	110	105	99	99
1933	124	118	125	116	105	111
1934	120	96	108	93	99	106
1935	110	80	82	76	96	96
1936	117	97	123	102	107	110
1937	123	105	134	108	114	113
1938	133	114	118	100	121	124
April 1938	131	107	108	98	117	116
May	130	108	107	100	119	117
June	133	114	114	106	119	118
July	135	121	120	113	120	125
August	137	123	122	116	120	127
September	136	123	125	117	122	128
October	137	124	129	118	125	133
November	136	125	127	120	127	136
December	133	123	122	120	129	137
January 1939	132	129	123	119	130	132
February	133	129	125	121	133	127
March	134	124	122	116	133	125
April	(P)134	(P)127	(P)117	(P)116	133	128

Source—State Governments

\*To obtain the index on original base, the index figures given here should be multiplied by the Conversion Factor.

TABLE 29—WORKING CLASS GENERAL AND FOOD INDEX NUMBERS (EXCLUDING LABOUR BUREAU SERIES)—*concl'd.*  
(Base shifted to 1949=100)

State	Mysore			Andhra	Kerala		Uttar Pradesh
Centre	Bangalore	Mysore	Kolar Gold Fields	Hyderabad City	Ernakulam	Trichur	Kanpur
Original Base (=100)	July 1935 to June 1936	July 1935 to June 1936	July 1935 to June 1936	August 1943 to July 1944	August 1939	August 1939	August 1939
<b>GENERAL</b>							
Year—							
Conversion Factor*	3 01	3 03	3 16	1 54	3 68	3 58	4 78
1950 . . . . .	105	103	106	105	102	102	91
1951 . . . . .	115	113	116	108	106	105	94
1952 . . . . .	115	113	120	106	106	105	92
1953 . . . . .	114	115	123	116	107	107	95
1954 . . . . .	106	106	118	108	107	107	85
1955 . . . . .	103	99	100	97	107	106	78
1956 . . . . .	114	110	120	116	111	113	89
1957 . . . . .	126	120	128	124	111	112	94
1958 . . . . .	131	124	130	123	114	119	98
April 1958 . . . . .	128	119	129	117	111	115	91
May . . . . .	129	129	128	117	111	116	93
June . . . . .	130	121	129	121	112	117	94
July . . . . .	130	126	129	127	114	118	101
August . . . . .	132	126	132	126	115	120	103
September . . . . .	132	128	132	126	117	122	104
October . . . . .	132	128	131	126	118	124	108
November . . . . .	133	131	132	127	120	126	106
December . . . . .	133	131	132	126	121	128	101
January 1959 . . . . .	134	131	133	126	119	125	103
February . . . . .	134	133	136	126	118	123	103
March . . . . .	135	134	137	127	120	123	99
April . . . . .	137	134	139	124	121	125	95
<b>FOOD</b>							
Conversion Factor*	3 42	3 42	3 34	1 51	4 53	4 55	5 58
1950 . . . . .	108	104	107	112	101	102	88
1951 . . . . .	113	112	116	113	103	103	92
1952 . . . . .	112	112	121	111	98	101	88
1953 . . . . .	114	117	128	124	99	102	91
1954 . . . . .	103	104	118	116	101	101	78
1955 . . . . .	95	94	106	98	100	99	68
1956 . . . . .	111	108	121	126	109	106	81
1957 . . . . .	126	121	131	139	113	111	87
1958 . . . . .	130	127	133	137	118	120	94
April 1958 . . . . .	127	120	132	128	113	115	85
May . . . . .	127	121	131	128	114	115	87
June . . . . .	128	123	131	134	115	117	94
July . . . . .	129	129	132	144	117	119	99
August . . . . .	133	129	134	142	119	122	102
September . . . . .	133	132	135	142	121	125	104
October . . . . .	133	132	134	142	123	128	108
November . . . . .	134	137	135	142	125	130	106
December . . . . .	134	136	135	142	127	131	100
January 1959 . . . . .	135	136	135	142	123	127	102
February . . . . .	134	137	138	142	122	126	102
March . . . . .	136	139	139	141	124	125	96
April . . . . .	138	139	141	138	126	128	91

\*To obtain the index on original base, the index figures given here should be multiplied by the Conversion Factor.





TABLE 30—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS (EXCLUDING LABOUR BUREAU SERIES)—*condid*

State Series	Base Period 100	Food Index Numbers for the months of											
		April '08	May '08	June '08	July '08	Aug '08	Sept '08	Oct '08	Nov '08	Dec '08	Jan '09	Feb '09	March '09
1. Assam— Ten workers in Assam Val by—	Apr 1931 to March 1932	107	101	106	113	115	117	117	113	100	104	102	103
1 Staff and Artisan		104	93	102	109	111	115	115	111	102	97	97	98
2 Labourers		119	113	123	126	129	128	127	121	111	108	109	111
Ten workers in Cachar Val— 1 Staff and Artisan	Apr 1911 to March 1912	101	90	101	103	109	109	109	100	97	93	90	102
2 Labourers													
2. Bengal— Bose and Bose Mill workers in Urban area—		95	92	94	97	100	103	103	99	94	88	89	89
1 Managerial and Clerical Class	1930	98	94	96	99	102	109	103	99	93	80	87	88
2 Labourers													
Rice and Flour Mill workers in Rural area—		96	92	97	98	101	105	103	101	93	90	99	89
1 Managerial and Clerical Class	1930	98	92	97	99	102	105	104	101	95	88	88	89
2 Labourers													
3. Madhya Pradesh— 1 Gunjore	1931	108	99	100	115	116	115	121	117	121	128	124	124
2 Indore	1931	102	93	97	102	109	113	111	113	112	110	110	110
3 Jabalpur													
1 Butala	1932-33	106	102	102	111	111	113	114	112	111	118	124	124
2 Surajpur	1932-33	122	118	120	117	128	126	127	125	126	133	137	137
4 Baleshwar— (1) Assured and Farming Area	1931	109	99	100	105	118	122	121	119	111	104	105	104
(2) Barabara and Nandipore Area	1930	116	103	110	115	127	130	131	124	112	100	100	99
(3) Rajshahi Area	1930	128	118	120	126	141	143	147	140	120	107	108	103
(4) Malabar West Division Area	1930	103	87	89	91	108	106	104	100	80	75	77	78
(5) Nalla Murshidabad Area	1930	93	88	89	91	101	102	104	100	88	80	91	81
(6) Calcutta	1914	152	144	145	149	161	163	163	169	161	142	140	141

# LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS DURING APRIL, 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July, 1955 and January, 1956, issues of the "Indian Labour Gazette". The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Delhi recorded the maximum fall of 7 points. The index numbers for Ajmer, Tinsukia, Bhopal and Satna declined by 4 points each and for Monghyr and Ludhiana by 3 points each. The index number for Mercara appreciated by 4 points and for Cuttack by 3 points. The index numbers for 7 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for April 1959, are given below, only those for Delhi relate to May 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

## Delhi

The index number receded by 3 points continuing the falling tendency noticed last month and stood at 101. The food group the food group there was a fall in the prices of wheat (-19), dal masoor (-4), dal arhar (-8) and mutton (-14) and a rise in the prices of rice (14), milk (12), potatoes (4), vegetable ghee (9) and sugar (5), the net result being a fall by 4 points in the group index number. The fuel and lighting group index number declined by 1 point due to a slight fall in the prices of charcoal (-6), and electric light (-21). The clothing and the miscellaneous group index numbers remained stationary.

## Ajmer

The index number receded by 4 points continuing the falling tendency noticed last month and stood at 101. The food group index number receded by 7 points mainly due to lower quotations for wheat (-22), barley (-16) and gram (-24). The fuel and lighting group index number declined by 2 points mainly due to a fall in the price of firewood (-6). The miscellaneous group index number receded by 1 point mainly due to a fall in the price of soap washing (-1). The clothing group index number remained stationary.

*Jamshedpur*

The index number showed only a fractional rise and remained stationary at 121, when rounded upto the nearest integer. The clothing group index number receded by 1 point mainly due to lower quotations for markin (-4) The other group index numbers remained stationary

*Jharia*

The index number advanced by 1 point having remained stationary during the preceding two months and stood at 114. The food group index number advanced by 1 point mainly due to higher quotations for arhar dal (8), potatoes (11) and onions (12). The other group index numbers remained stationary.

*Monghyr*

The index number receded by 3 points reversing the upward tendency noticed since February 1959 and stood at 97. The food group index number receded by 3 points mainly due to lower quotations for atta (-15), barley (-92), dal arhar (-14), dal gram (-21) and turmeric (-5) The fuel and lighting group index number declined by 2 points mainly due to a fall in the price of kerosene oil (-15) The clothing group index number advanced by 1 point mainly due to higher quotations for shirting (4) The miscellaneous group index number receded by 3 points mainly due to a fall in the prices of soap-washing (-5), hair oil (-10) and tobacco (-12).

*Cuttack*

The index number advanced by 3 points continuing the rising tendency noticed last month and stood at 116 The food group index number advanced by 4 points mainly due to higher quotations for rice coarse (8), rice parched (13), rice beaten (5) and arum (17) The clothing group index number advanced by 1 point due to a rise in the price of saree (4) The miscellaneous group index number advanced by 2 points mainly due to higher quotations for pan (9) The fuel and lighting group index number remained stationary.

*Berhampur*

The index number receded by 1 point fully neutralising the rise noticed last month and stood at 113. The food group index number receded by 3 points mainly due to lower quotations for dal arhar (-13), fish dry (-15), fish raw (-20), brinjals (-58), plantain (-67) and chillies (-5). The fuel and lighting group index number declined by 4 points mainly due to lower quotations for firewood (-4) and kerosene oil (-8). The index numbers for the clothing and the miscellaneous groups remained stationary.

*Gauhati*

The index number showed only a fractional rise and remained stationary at 95, when rounded upto the nearest integer. The food group index number advanced by 1 point mainly due to an increase in the price of potatoes (11). The fuel and lighting group index number appreciated by 1 point mainly due to a rise in the price of kerosene oil (5). The miscellaneous group index number receded by 1 point due to a fall in the price of tobacco (-27). The clothing group index number remained stationary.

*Silchar*

The index number advanced by 1 point neutralising fully, the fall noticed last month and stood at 104. The food group index number advanced by 1 point as a net result of a rise in the price of fish (18) and a fall in the price of masur dal (-14). The miscellaneous group index number advanced by 1 point due to higher quotations for bidies (6). The fuel and lighting and the clothing group index numbers remained stationary.

*Tinsukia*

The index number receded by 4 points reversing the upward tendency noticed since January 1959 and stood at 116. The food group index number receded by 6 points mainly due to lower quotations for rice (-11) and arhar dal (-12). The fuel and lighting group index number advanced by 3 points due to higher quotations for firewood (5). The clothing and the miscellaneous group index numbers remained stationary.

*Ludhiana*

The index number receded by 3 points having remained stationary during the preceding two months and stood at 103. The food group index number receded by 4 points mainly due to lower quotations for wheat (-17) and wheat flour (-19). The fuel and lighting group index number advanced by 1 point mainly due to higher quotations for mustard oil (2). The clothing and the miscellaneous group index numbers remained stationary.

*Akola*

The index number showed only a fractional rise and remained stationary at 104, when rounded upto the nearest integer. The food group index number advanced by 1 point mainly due to higher quotations for dal tur (7) and milk (8). The miscellaneous group index number advanced by 2 points mainly due to higher quotations for pan and supari (13). The fuel and lighting and the clothing group index numbers remained stationary.

*Kharagpur*

The index number advanced by 2 points continuing the rising tendency noticed since February 1959 and stood at 108. The food group index number advanced by 2 points as a net result of higher quotations for potatoes (26) and brinjals (32) and lower quotations for arhar dal (-11) and jira (-40). The miscellaneous group index number declined by 2 points due to a fall in the prices of hair oil (-5) and pan (-30). The fuel and lighting and the clothing group index numbers remained stationary.

*Mercara (Base 1953=100)*

The index number advanced by 4 points continuing the rising tendency noticed last month and stood at 120. The food group index number advanced by 5 points mainly due to higher quotations for rice (5), paddy (9) and jaggery (23). The clothing group index number advanced by 1 point due to a rise in the price of shirting (8). The miscellaneous group index number advanced by 1 point mainly due to higher quotations for supari (11). The fuel and lighting group index number remained stationary.

*Bhopal (Base 1951=100)*

The index number receded by 4 points continuing the falling tendency noticed last month and stood at 113. The food group index number receded by 6 points mainly due to lower quotations for wheat (-13) and potatoes (-21). The fuel and lighting group index number advanced by 2 points mainly due to higher quotations for match box (33). The clothing and the miscellaneous group index numbers remained stationary.

*Satna (Base: 1953=100)*

The index number receded by 4 points continuing the falling tendency noticed last month and stood at 100. The food group index number receded by 7 points mainly due to lower quotations for wheat (-11), berri (-19), Kodai (-20) and tur dal (-14). The clothing group index number advanced by 1 point due to a rise in the price of long cloth (3). The miscellaneous group index number appreciated by 2 points due to a rise in the prices of washing soap (2) and earthen pot (33). The fuel and lighting group index number remained stationary.

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**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE AUGUST 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for April 1959 and May 1959 were 156.47 and 153.30 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of May 1959 on pre-war August 1939 base may be estimated to be 399.81.



TABLE 31.—LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS—contd  
(Base shifted to 1949=100)

	Da. lb.	Ma- shred pot.	Ma- shred pot.	Debet on Sone	Mos- gher	Cat- back	Bas ham pur	Gau- hata	Sol char	"In sukia	Ludh ana	As is	Jabal pur	Kha- rav- pur	Mer- cuar fns.	Plan- tation Cen- fns.	Blon pol	Rea- war	Satos
Conversion Factor	1.50	1.50	1.50	1.50	1.89	1.53	1.58	1.29	1.41	1.13	1.77	1.53	1.52	1.42	—	—	—	—	—
1970	100	108	104	119	114	112	105	99	106	103	99	98	100	100	—	—	—	—	—
1931	141	117	119	119	106	127	123	115	118	112	99	97	116	97	—	114	—	—	—
1952	110	111	114	113	99	110	94	112	102	118	90	94	97	97	—	118	98	98	—
1953	160	109	110	100	88	108	94	102	96	109	88	80	97	104	—	122	97	85	—
1984	108	88	101	79	74	98	93	98	94	102	77	80	88	93	—	107	80	72	80
1915	97	78	85	74	74	97	90	86	80	96	77	80	81	91	—	107	78	04	00
1916	112	94	105	86	85	107	100	100	98	109	88	89	96	102	—	100	94	82	83
1937	117	97	117	104	106	107	100	109	103	118	93	93	103	100	—	110	94	83	93
1919	117	104	123	112	101	115	120	109	107	118	93	92	103	113	—	112	103	80	102
1955	100	92	130	107	94	111	111	105	99	112	89	83	98	106	—	107	91	80	92
April	110	91	120	107	92	110	112	106	106	116	90	84	100	108	—	107	91	81	94
May	114	101	123	106	102	121	121	109	109	119	91	92	107	114	—	109	103	84	96
June	123	107	125	113	108	121	123	109	111	125	96	95	109	121	—	111	111	89	105
July	123	110	129	118	109	114	123	113	113	125	96	93	107	121	—	112	112	97	107
August	124	115	138	119	110	124	126	117	114	129	98	97	108	125	—	113	113	98	111
September	123	118	135	119	114	126	125	111	114	124	98	98	108	127	—	114	115	91	120
October	127	119	132	119	109	115	127	109	116	117	97	98	112	124	—	120	117	101	117
November	124	113	121	118	100	115	123	107	109	111	100	99	111	118	—	121	117	100	108
December	124	113	121	118	100	115	123	107	109	111	100	99	111	118	—	121	117	100	108
1959	129	112	113	117	97	110	117	94	104	113	108	98	108	99	—	120	117	100	107
January	130	113	121	117	97	108	116	95	104	116	108	100	110	102	—	120	117	101	111
February	137	109	123	115	103	110	119	96	102	119	100	93	99	104	—	120	112	100	102
March	124	102	123	119	95	114	115	97	103	113	107	96	98	100	—	121	106	96	94
April	124	102	123	119	95	114	115	97	103	113	107	96	98	100	—	121	106	96	94



TABLE 31—LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS—contd.  
(Base shifted to 1949=100)

	Delhi	Almety	Jamshedpur	Jharkhand	Dhanu Sone	Monogly	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ladakhana	Mukdipar	Kharaspur	Mercara	Planton	Bhopal	Deewar	Satna
Conversion Factor	1.81	1.63	1.00	1.28	1.47	1.31	1.40	1.55	0.07	1.50	0.58	1.57	1.96	1.43	—	—	—	—	—
1953	03	87	103	90	112	96	101	102	90	102	105	97	81	103	96	—	—	—	—
1951	80	96	115	88	110	90	101	138	100	101	107	90	84	93	93	—	—	—	—
1952	88	93	103	91	103	83	95	106	140	98	109	73	107	92	93	—	—	—	—
1953	87	82	102	91	95	85	96	102	170	81	100	73	89	88	91	—	—	—	—
1951	81	93	103	85	91	82	103	116	140	84	98	67	91	95	103	100	114	149	103
1953	75	87	101	83	81	84	101	110	138	90	104	73	93	106	134	96	118	147	103
1956	80	88	103	80	93	86	102	112	138	100	100	73	93	100	130	105	120	149	101
1957	81	89	104	82	104	86	100	93	140	105	98	77	94	100	130	105	120	149	101
1958	74	93	104	83	94	83	100	91	141	103	98	74	103	103	129	109	121	164	98
1958	70	90	105	83	97	85	99	88	141	98	99	73	97	104	123	107	121	158	94
April	69	90	105	83	97	85	98	88	141	103	98	73	97	104	124	107	121	168	94
May	70	90	106	83	97	85	96	88	141	105	99	73	98	104	128	107	121	168	99
June	72	93	104	83	97	86	100	88	141	103	99	76	107	104	128	107	121	168	107
July	75	91	104	83	97	86	103	92	141	105	99	75	107	104	129	109	121	168	107
August	74	91	104	83	97	84	104	97	141	105	99	73	107	104	129	111	120	168	91
September	75	96	104	83	97	75	103	94	139	105	99	73	107	104	128	111	119	168	97
October	81	98	104	83	97	75	102	91	139	105	100	73	115	104	128	111	119	168	98
November	80	102	104	83	97	70	104	92	139	105	100	73	116	104	129	111	119	177	93
December	81	102	104	83	98	78	106	102	139	105	100	73	120	103	130	111	119	181	93
1959	84	90	105	83	99	77	103	101	140	105	102	73	120	105	128	116	119	181	95
January	83	97	104	83	98	76	103	102	138	105	107	73	110	105	134	107	119	180	91
February	82	95	104	83	99	70	103	98	139	105	110	74	118	97	134	107	121	176	96



TABLE 31—LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS—contd.  
(Base shifted to 1949=100)

	Dalla	Amor	Jam	Jha	Dehri	Mon	Cut	Be-	Gau	Sil	Tu-	Lodh-	Akols	Jabal-	Aha-	Mer	Plin	Man	Bea-	Sama
Conversion Factor .	1 43	1 61	1 49	1 83	1 83	1 31	1 43	1 40	1 40	1 17	1 41	1 76	1 32	1 76	1 42	—	—	—	—	—
1940 .	99	98	107	93	97	102	117	107	104	92	95	103	92	108	101	—	—	—	—	—
1951 .	104	108	112	97	105	109	115	111	104	106	101	102	103	109	100	—	102	—	—	—
1952 .	107	111	106	92	108	102	107	111	106	93	104	89	102	104	94	—	114	—	—	—
1953 .	105	113	103	98	106	106	112	113	96	96	109	83	103	106	95	—	100	103	97	98
1954 .	100	101	104	92	102	98	111	114	86	92	100	42	100	105	86	100	102	104	93	102
1955 .	108	108	101	89	108	96	112	115	87	104	103	82	91	99	94	96	100	102	93	103
1956 .	107	102	107	89	105	95	110	122	83	96	110	88	91	107	98	98	103	103	97	109
1957 .	112	107	110	91	112	99	120	120	90	101	114	90	100	117	103	101	104	117	101	110
1958 .	111	113	117	93	109	105	135	112	89	100	114	93	114	124	112	103	103	136	103	119
1959 .	110	113	115	92	99	102	139	111	89	112	115	90	113	125	111	102	104	129	101	112
April .	110	113	117	92	99	102	131	112	89	110	107	91	113	127	111	104	104	133	101	112
May .	112	113	117	92	99	104	146	114	89	109	108	91	116	138	112	103	104	138	101	112
June .	113	113	119	92	99	103	146	112	89	96	115	91	117	135	112	103	105	142	102	125
July .	113	113	118	91	100	108	145	111	89	93	117	90	117	124	112	103	105	142	102	125
August .	113	113	118	91	100	108	145	111	89	93	117	90	117	124	112	103	105	142	102	125
September .	113	113	118	91	100	108	145	111	89	93	117	90	117	124	112	103	105	142	102	125
October .	112	115	120	95	101	108	120	111	89	93	118	91	118	117	112	104	104	141	112	124
November .	111	115	120	95	101	108	120	111	89	93	118	93	118	117	112	106	101	140	112	124
December .	111	108	120	99	101	106	136	112	89	99	121	93	114	114	111	105	105	142	111	125
1950 .	111	104	119	93	103	112	137	112	90	90	120	91	112	111	114	104	110	142	110	123
Jan .	111	104	119	93	103	112	137	112	90	90	120	91	112	111	114	104	110	142	110	123
Feb .	111	105	119	93	105	121	146	113	90	94	120	93	112	112	116	106	111	142	109	123
March .	111	106	119	93	105	113	137	113	93	96	119	93	112	114	116	106	111	112	108	125
April .	111	105	119	93	105	110	139	113	92	97	119	93	114	117	114	106	111	142	107	127

1950

TABLE 31—LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS ON BASE 1944=100—*concl'd*

Centres	Original Base Period	Index No. for April, 1959
1 Delhi	1944=100	156.47*
2. Ajmer	Do	161.93
3 Jamshedpur	Do	167.30
4 Jharia	Do	181.06
5 Dehra on Sone	Do	169.16
6 Monghyr	Do	166.18
7 Cuttack	Do	170.25
8 Berhampur	Do	173.31
9 Gauhati	Do	122.21
10 Silchar	Do	142.86
11 Panskura	Do	127.13
12 Ludhiana	Do	169.47
13 Akola	Do	175.30
14 Jabalpur	Do	156.93
15 Kharagpur	Do	147.41

\*May 1959 index 153.30

TABLE 32—CONSUMER PRICE INDEX NUMBERS FOR LOW PAID EMPLOYEES, MIDDLE CLASS AND RURAL POPULATION IN CERTAIN STATES  
(Base shifted to 1949=100)

Month and Year	Low paid Employees							Middle Class		
	Andhra		My- sore	Madras				Kerala	West Bengal	
	Viz- akhapa- tnam	Eluru	El- lary	Cuda- lore	Tiru- chura- path	Madu- rat	Coim- batore	Kozhi- kode	Cal- cutta	Asan- sol
1950	98	102	101	102	102	97	101	105	100	
1951	103	111	104	106	101	102	106	111	102	105
1952	102	112	101	101	99	102	105	108	97	103
1953	106	117	104	101	100	106	109	107	96	105
1954	101	112	94	99	99	96	102	100	94	99
1955	93	101	89	91	92	88	94	96	92	96
1956	103	110	104	103	99	99	107	104	99	100
1957	114	119	117	105	101	101	110	106	107	106
1958	120	120	112	112	104	105	114	106		
1958 April	116	118	110	107	100	99	112	102	105	106
May	114	115	110	108	101	101	112	103	106	108
June	116	117	111	107	101	101	112	104	108	111
July	116	122	113	113	103	105	114	106	110	116
August	118	124	112	114	105	104	114	106	112	119
September	119	125	112	115	106	106	114	108	113P	121P
October	122	127	112	116	107	108	118	110	115P	120P
November	131	126	116	119	112	115	122	112		
December	132	126	117	123	111	116	120	114		
1959 January	127	126	118a	120	110	112	117	111		
February	127	126	120a	114	106	108	116	110		
March	126	128	120a	110	107	107	117	109		
April			120	113	113	108	117	112		

Source—State Govts.

TABLE 32—CONSUMER PRICE INDEX NUMBERS FOR LOW PAID EMPLOYEES, MIDDLE CLASS AND RURAL POPULATION IN CERTAIN STATES—*concd.*

Month and Year	Rural Population												
	Andhra					Madras							Kerala
	Adivi- sam	Thetta- muri	Ala- muru	Madha- varam	Pulayur	Agaram	Thalayana- natham	Eronda	Gokula- puram	Kinathu- kadavu	Gudu- vancheri	Kumna- thur	Kodu- valli
1953	106	112	118	93	112	115	105	104	103	106	110	110	103
1954	94	96	102	93	105	109	100	101	98	104	104	105	96
1955	82	81	85	85	87	90	94	91	90	94	91	84	87
1956	101	98	108	102	106	107	91	104	96	104	89	96	100
1957	116	18	113	125	110	113	102	112	98	111	92	103	99
1958	115	153	114	118	113	118	103	121	103	110	98	106	97
1958—													
April	114	124	107	126	167	117	102	117	101	109	96	102	96
May	113	124	107	119	103	117	102	119	101	109	96	103	95
June	109	121	107	112	108	117	103	120	101	109	96	106	96
July	113	124	120	113	116	117	104	119	101	110	97	107	99
August	116	128	120	116	113	117	104	119	105	111	99	103	96
September	116	119	118	123	114	117	104	120	104	111	99	103	98
October	117	120	120	112	115	117	104	122	104	111	99	108	100
November	117	120	120	109	121	124	104	128	104	111	99	108	102
December	117	121	120	107	123	127	104	131	108	110	99	109	102
1959—													
January	119	121	117	107	121	127	104	129	108	111	99	109	101
February	120	123	116	108	120	128	104	124	108	111	99	109	101
March	121	130	117	107	117	127	104	128	108	111	101	109	100
April	121	129	119	115	120	127	104	111	108	111	103	109	100

1959—

January  
February  
March  
April

1959

## Retail and Wholesale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF APRIL 1959

(Base 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of April 1959, are given in the following tables. These measures the percentage variations in the retail prices of individual items as compared to their prices during the year, 1949. Further details in regard to the compilation of these price relatives have been published in the October 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of April 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the Centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
	<i>Urban Centres</i>
<i>Bombay—</i>	
Surat . .	Wheat (—10), Rice (—13), Gram Dal (—16), Tea (13)
<i>Bihar—</i>	
Patna . .	Gram (—12), Arhar Dal (—16), Onions (11), Potatoes (26)
<i>Mysore—</i>	
Hubbli .	Onions (26)
<i>Punjab—</i>	
Amritsar .	Wheat (—24), Gram (—56), Gur (21)
<i>Uttar Pradesh—</i>	
Lucknow	Wheat (—14), Gram (—42), Barley (—17), Arhar Dal (—24), Pan (—86)
Agra . .	Wheat (—26), Gram (—47), Barley (—19), Arhar Dal (—12), Fire wood (—12), Kerosene Oil (—11)
Bareilly .	Wheat (—20), Gram (—56), Arhar Dal (—31), Pan (—14),
Banaras .	Wheat (—12), Gram (—37), Barley (—19), Arhar Dal (—19), Onions (—12), Potatoes (15)
Meerut	Wheat (—21), Gram (—49), Barley (—23), Arhar Dal (—18)

(1)	(2)
<i>West Bengal—</i>	
Howrah . .	Gram (—21), Arhar Dal (—14), Potatoes (15).
Budge-Budge . .	Gram (—18), Gram Dal (—19), Arhar Dal (—14), Potatoes (23), Supari, (—11)
Kankinara . .	Potatoes (11)
Calcutta . .	Gram (—12), Arhar Dal (—12), Potatoes (11), Pan (—11), Supari (—12)
Gauripore . .	Gur (—15), Potatoes (20)
Serampore . .	Gram (—18), Gram Dal (—28), Arhar Dal (—19), Fish (—13), Onions (—14), Potatoes (19).
Kanchitapara . .	Gram (—48), Arhar Dal (—15), Gur (10), Soapwashing (—11), Hair oil (—16)
<i>Rural Centres</i>	
<i>Assam—</i>	
Maibang . .	Gur (23), Potatoes (11), Pan (—10)
<i>Bihar—</i>	
Teghra* . .	Wheat (—30), Gram (—12), Jowar (—15), Barley (—17), Muzo (—11), Pan (40)
<i>Madhya Pradesh—</i>	
Salamatpur . .	Wheat (—11).
<i>Myssore—</i>	
Kudchi . .	Gram Dal (—17), Arhar Dal (11), Gur (16), Edible Oil (10), Chillies (36), Turmeric (14).
Malar . .	Gur (14), Edible oil (77), Chillies (29), Onions (—13), Potatoes (23), Hair Oil (11), Supari (17).
<i>Orissa—</i>	
Bamra . .	Rice (13)
Muniguda . .	Salt (20), Bds (33)
<i>Rajasthan—</i>	
Nana . .	Wheat (—10), Gram Dal (—10), Ghee Pure (17), Turmeric (11), Kerosene Oil (—10)
<i>Uttar Pradesh—</i>	
Shankargarh . .	Wheat (—20), Gram (—23), Jowar (—14), Barley (—18), Arhar Dal (—12).

TABLE 33—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF APRIL 1959

(Base 1949=100)

Items	Surat (Bombay)	Dahad (Bombay)	Patna (Bihar)	Kanpur (U.P.)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banarasi (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge Budge (West Bengal)	Kanpur (West Bengal)	Raniganj (West Bengal)	Calcutta (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Cereals—</b>															
Wheat	168	137	100	—	114	182	87	80	77	88	94†	87†	87†	(A)	87†
Rice	133	121	93	117	—	182	83	75	82	82	130	109	139	—	120
Gram	—	—	122	—	187	106	109	100	109	105	109	110	71	—	113
Jowar	128	—	—	124	—	—	—	—	—	72	—	—	—	—	—
Barley	—	—	129	—	—	89	89	84	80	85	—	—	—	—	—
Maze	—	175	159	—	—	—	—	—	—	—	—	—	—	—	—
Chattahoo	—	—	179	—	—	—	—	—	—	—	101	84	123	—	106
<b>Pulses—</b>															
Moong Dal	90	152	—	136	115	191	106	100	98	107	96	99	124	—	99
Mash Dal	100	—	—	—	94	123	125	106	104	110	—	—	—	—	—
Gram Dal	80	07	—	124	—	—	—	—	—	—	118	116	111	—	122
Achur Dal	110	—	131	130	130	115	137	119	110	125	110	127	105	—	109
<b>Other Food Articles—</b>															
Sugar	107	117	100	106	115	117	118	115	115	117	111	115	118	—	114
Gur	91	103	93	—	149	93	114	96	71	109	93	94	97	—	89
Ghee Vana-patti	—	—	109	—	136	94	93	94	95	96	94	91	81	—	83
Ghee Pure	108	102	102	—	—	93	101	95	92	96	106	97	105	—	113
Edible Oil	92	92	99	89	99	82	90	94	86	90	83	85	85	—	84
Tea	130	126	123	123	120	123	129	128	130	120	128	130	100	—	134
Salt	46	75	75	108	50	60	67	69	64	75	109	100	100	—	106
Chillies	88	128	78	134	92	—	—	—	63	100	94	91	83	—	88
Turmeric	—	52	—	—	40	—	—	—	71	65	58	76	60	—	66
Meat	118	137	100	121	114	114	100	114	93	111	90	97	92	—	92
Fish	—	—	90	—	—	—	—	—	—	—	119	92	119	—	101
Onions	61	80	114	120	52	56	66	60	61	66	74	67	86	—	87
Potatoes	72	—	77	108	96	61	51	70	64	61	78	87	83	—	78
Milk	97	107	89	92	67	91	86	123	101	100	109	99	96	—	98
<b>Fuel and Light—</b>															
Firewood	113	84	71	100	76	75	71	90	84	95	80	95	91	—	71
Match Box	120	86	86	120	120	140	150†	120	149	140	120	120	100	—	120
Kerosene Oil	119	110	100	125	103	120	100	101	96	97	100	100	114	—	100
<b>Miscellaneous—</b>															
Bidis	190	100	123	100	100	133	133	92	100	133	107	107	107	—	100
Tobacco	129	—	81	91	105	101	135	94	74	94	128	101	123	—	107
Soap Washing	112	108	76	107	98	138	86	74	67	107	101	88	78	—	99
Hair Oil	113	110	128	103	—	—	—	—	—	127	145	123	140	—	134
Pan	86	—	107	106	—	162	148	60	31	82	147	133	129	—	115
Supari	158	191	174	137	—	209	246	234	174	213	249	226	217	—	217

Source: Labour Bureau.

(A) Returns not received.



TABLE 33—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF APRIL 1959—concl'd.  
(Base 1949=100)—concl'd

Items	Gazipur (West Bengal)	Saunagar (West Bengal)	Kanchipur (West Bengal)	Kashua (Andhra)	Madhupur (Assam)	Tibet (Bihar)	Lakh (Bihar)	Mohana (Madhya Pradesh)	Solanpur (Madhya Pradesh)	Kanpur (Madhya Pradesh)	Mahar (Madhya Pradesh)	Banar (Madhya Pradesh)	Mungla (Madhya Pradesh)	Nasir (Madhya Pradesh)	Shankar (Madhya Pradesh)
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<b>Cereals—</b>															
Wheat	87†	87†	87†	—	—	120	—	—	65	—	—	—	—	61	97
Rice	134	109	136	134	12	135	—	144	95	124	172	138	80	—	98
Gram	100	129	96	—	—	113	—	—	—	—	—	—	—	—	120
Jowar	—	—	—	120	—	118	175	69	—	111	—	—	—	—	118
Barley	—	—	—	—	—	130	—	—	—	—	—	—	—	61	100
Mauze	—	—	—	—	—	121	—	—	—	—	—	—	—	53	—
Chattano	104	104	114	—	—	148	—	—	—	—	—	—	—	—	—
<b>Pulses—</b>															
Mung Dal	124	101	121	—	—	119	—	—	106	—	81	—	147	78	—
Mash Dal	—	—	—	—	—	175	—	98	—	—	—	—	—	—	125
Gram Dal	103	112	117	105	—	169	101	—	108	—	—	—	—	72	—
Arhar Dal	134	117	132	121	81	142	125	123	102	101	90	126	12	—	145
<b>Other Food Articles—</b>															
Sugar	110	112	109	100	96	127	—	—	96	101	114	108	167	108	110
Gur	84	102	110	94	112	148	107	92	109	112	107	90	—	111	79
Ghee Annapati	80	—	90	—	—	104	—	—	—	—	—	—	—	—	—
Ghee Puro	98	81	96	119	—	102	—	113	135	—	—	—	101	122	—
Ubblo Oil	80	62	68	98	109	100	99	82	55	160	333	95	93	88	92
Tea	124	125	130	110	113	108	126	128	132	139	132	—	140	115	—
Salt	92	100	95	75	86	92	71	80	110	67	90	69	90	120	82
Clothes	74	88	103	174	94	85	122	88	108	208	100	151	141	131	78
Turmeric	64	78	89	86	88	74	82	68	60	67	147	53	141	68	54
Meat	95	109	102	100	—	101	—	111	—	—	—	—	—	103	—
Fish	100	91	97	—	113	122	—	—	—	—	—	—	—	—	—
Onions	61	67	61	83	94	129	—	—	97	139	100	70	115	—	57
Potatoes	85	80	82	—	108	68	—	—	—	—	92	—	—	—	—
Milk	113	106	130	121	—	100	18	109	135	100	100	127	102	100	93
<b>Fuel and Lighting—</b>															
Firewood	94	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box	120	120	120	80	100	80	100	140	100	125	120	120	100	100	100
Kerosene Oil	118	100	109	—	119	112	92	100	112	—	80	124	82	110	111
<b>Miscellaneous—</b>															
Bidi	100	129	123	136	89	100	100	—	100	119	100	100	130	119	100
Tobacco	72	118	99	—	70	75	—	182	—	—	131	70	—	151	90
Soap Washing	66	93	92	107	69	112	156	218	314	100	317	178	75	97	88
Har Oil	143	121	149	93	—	148	127	—	—	128	72	120	126	—	—
Van	98	167	178	—	78	220	—	—	—	—	—	—	—	—	—
Supar	250	223	261	—	192	187	—	262	226	—	182	220	—	—	204

†The price relative have been worked out on the basis of prices quoted from the fair price shops.

\*Base: 1956=100

TABLE 34—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base 1952-53=100)

1	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year ended Aug '39=100)†
2	3	4	5	6	7	8	
1953* Average . . .	100	96	109	110	100	105.6	401.9
1954 Average . . .	84	66	98	104	100	99.6	379.1
1955 Average . . .	73	56	85	97	99	91.6	348.9
1956 Average . . .	93	78	99	113	105	102.6	390.5
1957 Average . . .	102	85	107	118	108	108.7	413.7
1958 Average . . .	105	94	112	115	108	111.0	422.5
1958—							
April . . .	97	82	105	114	108	107.4	408.8
May . . .	99	82	107	114	108	108.2	411.8
June . . .	106	91	113	115	108	111.7	425.1
July . . .	110	100	118	118	108	114.7	436.5
August . . .	114	102	120	119	109	116.0	441.5
September . . .	115	105	121	119	109	116.5	443.4
October . . .	114	109	121	117	109	116.2	442.3
November . . .	111	112	118	113	109	114.0	433.9
December . . .	105	111	113	113	108	111.4	424.0
1959—							
January . . .	105	117	114	114	108	112.3	427.4
February . . .	105	121	116	116	108	113.2	430.8
March . . .	102	113	114	116	108	112.3	427.4
April . . .	99	96	113	116	108	111.0	425.0

\*Average of 9 months ending December.

†Base period of the converted Series is the year ending August 1939—100. Figures have been obtained on the basis 100 of the new series=390.6 (being the average for 1952-53 of the old series).

Source: Office of the Economic Adviser Ministry of Commerce &amp; Industry, Govt. of India.

*Publications Issued by the Deputy Commissioner of Labour,  
Government of Bombay. Dhobi Talao, Bombay-2*

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# Indian Labour Gazette

Vol. XVII

August, 1959

No. 2

## TWELFTH YEAR OF INDEPENDENCE

The nation has crossed yet another milestone of its fateful journey towards the destined goal. The journey has indeed been perilous, and it required a Micawber to extract even a modicum of hope from the state of the Indian economy during the best part of the year gone by. With the completion of the Twelfth Year of Independence, India touched the mid-way mark of the Second Five Year Plan and, doubtless, during that period, difficulties, anticipated though they had been, had cropped up with a swiftness and simultaneity that forebode inelement weather over the rest of the Plan period. The foreign exchange crisis loomed large on the horizon but owing to a larger inflow of external assistance and a severe curtailment of private imports, there is now the reasonable certainty that we will be able to avoid balance of payment difficulties during the remaining years of the current Plan period. Recessionary trends as well as the inflationary pressures were also in evidence, rather strangely, simultaneously. However, the close of the year marked a rising crescendo of crisis followed by a succession of events that dispelled doubt and defeatism and generated modest optimism. Thus, the year under review provides a mixed fare, as it will be reckoned noteworthy in history not as having been the year of relentless strains and crises but rather of consolidation and orderly solution of difficulties in almost every field of activity. Here, in the course of this article, it is proposed to recapitulate the developments in the field of labour, which, on the whole, were no less characteristic of their solidarity and dynamism and which lent in no small measure, to the smugness of the twelfth year of Independence.

While 1957 was a favourable year for workers throughout the world, 1958 was a year of only limited gains. In the former year, higher employment, slightly increased purchasing power and extended social security schemes offset the ill-effects of the spurt in consumer prices and increased unemployment. In 1958, world labour scored advances in some areas, but they were spotty and fell considerably short, on the average, of those of the mid-fifties. Employment increases, where in evidence, were not always sufficient to absorb the additions to labour force. Most of the countries which maintain statistics had more unemployment in late 1958 than they had a year earlier. Gains in productivity were somewhat below the post-war average. On the favourable side, however, real wages crept slowly upward and the progressive extension and liberalisation of social security continued. The up-ward rush of consumer prices was curbed. Mandays lost through industrial disputes were

held at a moderate level. These are the conclusions of a survey of world labour in 1958 made by the I.L.O. The specific achievements of Indian labour during the 12th year of Independence were largely against this background and they mainly hinged on the consolidation of various novel philosophies and experiments initiated during the past year.

The year under review marked the beginning of a strategic phase in the nation's history. Having completed the first two years of the Second Plan period, it evoked discussion on the perspective of the Third Plan and a large number of working groups, study teams, seminars and conferences were engaged in discussing the outline of the next Plan. It was felt that if, during the next two years, we were able to step up our internal resources and fulfil the various targets laid down in the Second Plan, we will be in a position to commence the Third Five Year Plan with a sense of confidence. It must be realised that planning is a continuous process and any slackening of effort at any stage is bound to have serious repercussions for the future plans. From this point of view, the remaining two years of the current Plan are of crucial importance. It may, therefore, not be too remote to surmise that many of the achievements of the last two years of the Second Plan will owe their impact to the focal point—the 12th Year of Independence.

The problem of under-employment and unemployment in the country, which is causing serious loss of potential wealth to the nation, received particular attention of the Government and the public during the past year. This problem has been of such a magnitude for many years that a major source of interest for the people in the Plans had been the extent to which they would furnish a solution to the problem. In this direction, the Plans had not so far met with conspicuous success. It now appears that the back-log of unemployment at the beginning of the Third Plan would be, if anything, larger than that at the beginning of the Second Plan. This suggested that there is expected to be a special accent on increasing employment opportunities during the period of the Third Plan in view of the not-so-satisfactory results during the current Plan period.

Increasingly conscious of this hydroid problem growing to menacing proportions, the Government of India appointed a 30-member Central Committee to advise the Ministry of Labour and Employment on problems relating to employment, creation of employment opportunities and the working of the National Employment Service.

Inaugurating the first meeting of the Committee, the Union Labour Minister suggested the creation of a special fund for each industry to deal with the problem of closure of establishments. The Committee adopted a four-point programme to deal with the problem of closure of industrial units and consequent unemployment of workers.

It was also proposed to set up a Central Co-ordinating Machinery to find employment for workers in manufacturing and other establishments threatened with closure. The machinery will work in close collaboration with the Central and State Governments, employers in the public and private sectors and workers' organisations.

Arrangements have already been made for the deployment of workers rendered surplus on the completion of new construction projects and it is considered that similar arrangements for the absorption of trained and experienced workers should be made when a manufacturing unit becomes either obsolete or is faced with closure due to economic, technological and other factors

The Government of India propose to conduct labour force to the notification of vacancies by framing a Bill for the purpose. The Lok Sabha passed the Bill only recently, which provides for compulsory notification of vacancies, except those specified, to employment exchanges by employers in the public and private sectors. The Bill further provides for punishment of employers who fail to do so or furnish false information with fines up to Rs 500. It does not make it obligatory on them to recruit people from among those recommended by the exchanges. The Bill, which is based on the recommendations of the Shiva Rao Committee, appointed seven years ago to study the training and employment service organisation, does not apply to vacancies in any employment in agriculture, in domestic service, unskilled office work and in any employment for less than three months.

The Government of India propose to conduct labour force surveys periodically in order to keep a close watch on the employment situation. The present position is that while employment has been increasing on the one hand the volume of unemployment has also been growing on the other. Data available show that employment in factories, mines and plantations as well as in undertakings in the public sector has been on the increase. But the number of persons on the live registers of employment exchanges, i.e., persons seeking assistance through the exchanges, has also increased from 7.6 lakhs at the end of 1956 to 11.8 lakhs at the end of 1958. Added to this is the problem of educated unemployed whose number has increased from 2.4 lakhs to 3.6 lakhs during the same period.

The Government have decided to abolish the Gorakhpur Labour Organisation, which has been functioning as an agency for recruitment of labour for the coalfields. The existing system of recruitment, however, will continue, but this function will be taken over by the Employment Exchange Organisation. The Government of India also decided to ratify the I.L.O. Convention regarding the Organisation of Employment Service (No. 88).

The Government was constantly endeavouring to bring into existence a solid united and effective labour movement in the country. The Labour Ministry's basic approach to labour problems has been to bring together various parties and make them see their obligations and duty to the country. This was sought to be achieved through the Codes of Conduct and Discipline evolved and ratified on the one hand by the three Central organisations of employers and on the other hand by the four Central trade union bodies during 1958. One of the clauses in the Code of Discipline pertains to the drawing up of a grievance procedure. Accordingly, a model procedure was evolved during the year under review for the rectification of grievances. With certain clarifications, the Code of Discipline in Industry was accepted by all concerned last year in its application to public

sector undertakings worked as Corporations and Companies, excluding Defence Undertakings, Banks and the Life Insurance Corporation which will be dealt with separately.

The Government are now moving towards something which covers a vital field, that is, the Code of Efficiency and Welfare. The Code which is complementary to the Code of Discipline aims at improving production, productivity and welfare facilities. The Code has been circulated to Central organisations of employers and workers for suggestions and comments. Unlike the Code of Industrial Discipline, which merely enumerates a series of "don'ts" for the workers and employers the proposed Code of Efficiency and Welfare is a positive one, in that it will specify what the employers and workers should do, in order to ensure cordial industrial relations, and higher production.

Whereas no spectacular claims for the new approach, evolved two years ago, to the legal, contractual and moral obligations involved in the employer-employee relationships can be claimed, the success of methods such as those envisaged in the Code of Discipline could not be measured in strictly statistical terms. The importance of the Code lies in its educative value and in the fact that it imposes voluntarily accepted standards on both parties. Against the general background of industrial unrest, 17 out-of-court settlements were effected over a period of about one year. Despite the slow progress in the implementation of the Code, it has helped in creating "a positive climate for industrial peace".

The Evaluation and Implementation Machinery at the Centre and in the States, generally speaking, functioned effectively, thus leading to the elimination of a number of misunderstandings between employers and workers and also to a better appreciation of the difficulties of one party by another.

The observance of the Code seems to have had a perceptible influence on the trend of industrial relations as reflected in the statistics of industrial disputes for 1958 and part of 1959. Thus, in 1958, although there was a minor increase in the number of disputes during the second half of the year, as compared with the first half, from 781 to 783, the number of workers involved and the number of mandays lost recorded an appreciable decline from 511,237 to 431,183 and from 4,519,087 to 3,073,516 respectively. Similarly, during the period January–April 1959, the total number of disputes and mandays lost were 565 and 1.22 million, as compared with 638 and 2.26 million, respectively, in the corresponding period of 1958.

During the calendar year 1958, there were 1,524 disputes involving 9,28,566 workers on the maximum with a time-loss of 77,97,585 man-days as compared to 1,630 disputes involving 8,89,371 workers and causing a time-loss of 64,29,319 in the previous year. Thus, compared to the position in 1957 the number of disputes decreased but the number of workers involved and man-days lost increased. The number of disputes decreased by 6.5 per cent, whereas the loss in man-days increased by 21.3 per cent. The average time-loss per dispute was considerably higher in 1958 as compared to 1957. The average number of workers involved per dispute increased from 546 in 1957 to 609 in 1958 and the average duration of dispute from 7.2 days to 8.4 days.

In the effort to establish a stable equilibrium in industry, the Indian Labour Conference has played an increasingly important part. Its latest session in Madras was devoted to a not unrewarding survey of the progress made and towards consolidating the ground gained at the two previous sessions. The most important recommendation of the Conference related to the question of mediation and arbitration for settlement of industrial disputes. The Conference has expressed the view that, as far as possible, recourse to adjudication should be avoided and matters of local interest, which are not likely to have wider repercussions, should as a general rule be settled through arbitration. The representatives of employers, who participated in the Conference, have agreed to extend their full co-operation in developing this new approach for the settlement of disputes. It has also been made clear that there will be no compulsion from the side of Government here. It has been agreed that cases of refusal to have recourse to arbitration even in minor matters should be reported to the Implementation and Evaluation machinery in the State or at the Centre, as the case may be. Government would maintain a panel to help the parties to choose suitable arbitrators. But, the parties to the dispute will be at liberty to choose arbitrators from outside the panel also. Another decision taken is that for the guidance of arbitrators, the principles and forms enunciated in awards and judicial decisions on important issues relating to industrial relations should be compiled, codified and published. The provisions of the Indian Arbitration Act will be examined by Government to find out how far the arbitration procedure laid down in the Industrial Disputes Act can be usefully made applicable.

The Conference also made some decisions regarding the functioning of trade unions. It agreed to a proposal to make it obligatory for unions to prescribe a minimum membership fee of four annas a month and it was decided that a statutory provision should be made for this purpose. Also, Registrars of trade unions have been empowered to inspect accounts, membership registers, etc., for verifying the correctness of the annual returns submitted by the unions. On the question of recognition of unions, it was agreed that where there was only one union, the employers might recognise it even if it did not fulfil the condition of 15 per cent membership or one year's standing. Where there are more than one unions and none of them fulfils the membership condition, no one will be entitled to recognition. Another decision of interest is that a union would be entitled to recognition if it has not committed any breach of the Code of Discipline for one year after claiming such recognition. Failure to observe the Code by a union after it has agreed to abide by it would entail withdrawal of recognition normally for a period of one year.

Under the Technical Assistance Programme of the I.L.O., the services of Prof. J. H. Richardson, British Expert on industrial relations were made available to the Government of India in the year under report. It is understood, he has made a comprehensive survey of industrial relations, problems in India and has submitted a report to the I.L.O. and two notes to the Government which were circulated to the Indian Labour Conference. In his report, he is reported to have paid special attention to ways of promoting collective bargaining and improving the machinery for

adjudication. He has also dealt with such questions as annual bonus and merging of basic wage with dearness allowance. Recommendations have also been made by him on development of labour management cooperation and on strengthening of industrial relations services of the Labour Ministry.

The Union Labour Minister, who led the Indian Delegation to the 43rd Session of the ILO at Geneva undertook a tour of West Germany, Denmark, Yugoslavia and UK to study industrial relations with special reference to workers' participation in management, working of industrial undertakings in the public sector and the role of planning vis-a-vis implementation of schemes and achievement of targets. After the study tour, Shri G. L. Nanda feels all the more convinced that there should be increasing participation of workers in the management of industries in view of the slow progress of the scheme in this country. The Union Minister's study of the scheme in the countries he visited has convinced him that the scheme could succeed on a voluntary basis. He found that in Britain the initial impetus was derived from the Whitley Report. In West Germany, trade union officials are appointed to the advisory body of directors, and workers' councils are proving quite effective. Differences between these councils and managements are settled through arbitration. In Yugoslavia, on the other hand, there is the workers' control of management, though it is subject to many limitations. In India, while the representatives of workers were keen to have support and sanction of law for this programme, they accepted the voluntary basis on the assurance of the employers that they would introduce the scheme in selected industries of their own accord, thereby paving the way for its large-scale extension. While a beginning has been made, the progress has been exceedingly slow. Towards the end of December 1958, 18 industrial units had set up joint management councils in furtherance of the scheme. Of these 18 units, 4 were in Bombay, 3 in West Bengal, 2 each in Assam and Kerala, and 1 each in Bihar, Madras, Madhya Pradesh, Mysore, Punjab, Uttar Pradesh and Delhi.

The first phase of the workers' Education Programme, viz., the training of Teacher-Administrators commenced in May, 1958. In the first session, 43 candidates were recruited from the open market and 14 candidates were nominated by three All-India Workers' Organisations. The training was completed in November, 1958. These Teacher-Administrators will be posted in ten centres in different parts of the country where they will undertake the training of worker-teachers. The Government of India have appointed an Administrator for the Workers' Education Scheme.

The Central Board of Workers' Education, which has since been constituted, in its meeting held at New Delhi on 20th December, 1958 decided to open 10 training centres, one each in Delhi, Dhanbad, Indore, Madras, Kanpur, Calcutta, Hyderabad and Bangalore and two in Bombay. These centres were scheduled to start functioning in February 1959 and are expected to train worker-teachers in trade union consciousness, conduct of union-management relations, working of industry and observance of the Code of Discipline in Industry. Each centre will have 25 trainees and the duration of the course will be 13 weeks.



On the wages side, the Government did not propose to appoint any more Wage Boards for the industries. They would like to watch the results of the Wage Boards already appointed for certain industries and would consider only thereafter whether any further Boards should be appointed. It was, however, the intention of the Government to put them on a statutory basis so that their recommendations could become binding.

The Central Wage Board for Sugar industry recommended a grant of interim relief to the workers. The recommendation was communicated by the Ministry of Labour and Employment to the Indian Sugar Mills Association for implementation. The Uttar Pradesh Government has ordered that all vacuum pan sugar factories in the State will pay interim relief to their workers as recommended by the Board. The order provides an interim relief of 5 per cent of the wages of workmen drawing consolidated wages up to Rs. 100 per month. The minimum amount of relief will, however, be not less than Rs. 3 in any case.

An Ordinance entitled the Working Journalists (Fixation of Rates of Wages) Ordinance, 1958 promulgated by the President of India on 14th June, 1958, provided for the establishment of a special committee for the purpose of making recommendations to the Central Government in regard to the rates of wages to be fixed for working journalists. The Committee was also appointed on the date of the Ordinance, which was later replaced by the Working Journalists (Fixation of Rates of Wages) Act, 1958. The special Committee has since submitted its recommendations which have, with minor modifications, been accepted by the Government.

The Steering Group on Wages has met thrice so far. Two broad aspects of the Group's work have emerged out of the discussions at these meetings, viz., (i) locating gaps in existing wage data and making suggestions for filling in those gaps and (ii) resolving various technical problems connected with wage policy. The Steering Group considered a suggestion for chalking out a provisional wage map, placing reliance on the material available in the awards of the Industrial Courts and Tribunals, reports of working parties and Enquiry Committees, etc. In this connection, it has made certain recommendations which are being pursued. It has been decided that, to begin with, an attempt should be made to draw up experimental wage maps for one or two industrial centres.

The Steering Group has also been concerning itself with various technical problems connected with wage policy. It has since been decided to entrust the Research Programme on Replacement Costs in Indian Industry to the National Council of Applied Economic Research. The programme would cover Cement, Jute, Sugar and Heavy Chemical industries. The Group also approved Labour Ministry's plan to carry out a statistical survey of the pattern of absenteeism among colliery workers with a view to finding out whether payment of bonus to workers every week or month instead of quarterly as at present, would be better from the point of view of encouraging better attendance and better performance on the part of workers. The survey has been started. The field enquiry in connection with the Wage Census launched in July 1958, was practically over.

An important point made by the Union Labour Minister is that the working class can no longer remain indifferent to price levels or to the problems of production and distribution. In a complex industrial society, no class can afford to be a law unto itself for some of its demands may have repercussions which may rebound to its detriment. But this awareness of the large implications of actions which may seem desirable in themselves is primarily a matter of education. Against this background the Union Labour Minister exhorted the workers to be savings-minded and divert their savings towards investment. "If the workers are prepared to offer a part of the increase which will be available for such investment, they will become entitled to much more favourable consideration and the barriers will be lifted." According to Shri G. L. Nanda, such ploughing back through some scheme will happily reconcile the persistent, even mounting demand of labour for higher wages and the imperative need to stimulate investment and to check inflationary pressures. He therefore stressed "It is an important idea and, in the interest of labour, we must pursue it." The matter is being examined.

The Central Pay Commission had almost completed its work and was likely to submit its recommendations to the Government of India by the end of August, 1959. The Madras Government also appointed a three-member Pay Commission to go into the question of revision of the present structure of pay, allowances and retiring benefits to Government employees, both gazetted and non-gazetted, and to recommend a suitable structure and the method of fitting the existing personnel into the new scales from the corresponding old scales.

There were large-scale extensions of social security schemes in the year under review. During the year 1958-59, the Employees' State Insurance Scheme was extended to about 6.33 lakh family members of about 2.26 lakh insured persons in various implemented areas in seven States and in the Union Territory of Delhi. At the end of the year under review, the Insurance Scheme was in force at 79 centres in various parts of the country covering about 14.14 lakhs of industrial workers. The scheme is likely to be extended to Ahmedabad and the districts of 24 Parganas and Hooghly in West Bengal by the end of this year covering an additional 4.8 lakh industrial workers in these areas.

An important development in this sphere was the appointment by the Government of India of Dr. A. Lakshmanaswami Mudaliar, Vice-Chancellor of Madras University, to review the working of the Employees' State Insurance Scheme. The review has been undertaken on the recommendation of the Standing Labour Committee.

From a modest start in 1952, the Provident Fund Scheme framed under the Employees' Provident Funds Act, which covered only six industries to begin with, has steadily grown and now spread to 6,847 establishments in 38 industries covering 2.43 million workers. The provident fund accumulations up to the end of January, 1959 amounted to Rs. 131.4 crores. The Central Board of Trustees of the Employees' Provident Fund Organisation has decided to recommend to the Government of India that the rate of interest to be paid to members of the Fund on their accumulations for 1959-60 should be 3½ per cent.

The Government of India have decided to extend the benefit of compulsory contributory provident fund under the Employees' Provident Fund Act to workers in motor transport establishments from April 30, 1959. The Act will apply to every establishment employing 50 or more workers. The number of motor transport employees who will get the benefit of provident fund is estimated at 14,000.

While the question of raising the provident fund contribution from the present statutory minimum of 6.25 per cent to 8.33 per cent is still under consideration, the Government of India has proposed another amendment to the Employees' Provident Fund Act and the scheme framed thereunder, with a view to permitting provident fund deductions on "total earnings" of workers as against on "basic wages" and dearness allowance only as at present. The amendment would bring within the scope of the term "basic wages" such allowances and bonuses as retaining allowance, holiday with pay allowance, festival or paid holiday allowance, incentive pay, incentive bonus, retainers' allowance paid in the Sugar and other seasonal industries, night duty allowance, overtime allowance, shoe allowance, servant allowance in plantations and production bonus. Employers, as one of the parties directly concerned, have been asked to submit their views on the proposed amendment.

The Workmen's Compensation Act as further amended to (1) remove the distinction between an adult and a minor for the purposes of workmen's compensation, (2) reduce the waiting period of seven days to five days for being entitled to compensation, and in cases where the period of disablement is 28 days or more, providing for payment of compensation from the date of disablement, (3) provide for penalty for failure to pay compensation when due, and (4) enlarge the scope of schedules I, II and III, has been brought into force with effect from 1st June, 1959.

"Productivity is practically a synonym for progress. For us, it means not merely progress but survival." In these two short sentences, Shri G. L. Nanda, Union Minister for Labour, Employment and Planning, summed up the significance and importance of higher productivity to India. At the first annual meeting of the National Productivity Council, Productivity movement in India is making rapid progress. During the past few months, 16 local Productivity Councils have been established in Delhi, Calcutta, Amritsar, Hyderabad, Kanpur, Salem, Kolhapur and other industrial centres. There are at present 20 local councils functioning all over the country, and 127 more councils will be established shortly. It is expected that, before the close of this year, all important industrial centres of the country will have their local productivity councils. These councils consist of employers, workers, State Governments and various other interests, and they provide a platform for employers and workers to work together for the common objective of higher productivity. In addition to helping in the establishment of local Productivity Councils, the National Productivity Council assists local councils in formulating their programme of activities. These include holding of seminars, symposia, conferences, inter-factory visits and formation of study-groups. It is through these councils that higher productivity drive is eventually carried to industrial units. Closer inter-relationship is also being developed in industrial centres between the Productivity

Council and local organisations and associations which have interest in industrial productivity, and programmes are being jointly initiated by them for organising training courses, etc

The National Productivity Council's programme of training abroad under TCM aid cover three broad subjects, namely, industrial engineering, industrial management and industrial relations. The Council has already selected the first batch of 40 trainees who are expected to go abroad shortly. The NPC has also received an offer from the French Government for imparting training to 20 Indians in various fields of productivity and business management.

The National Productivity Council has organised a series of training courses on various productivity techniques throughout the country. These courses, which will be introduced in the different regions with the help of Local Productivity Councils and the National Productivity Council Regional Directorates, have been specially prepared with the help of foreign experts attached to the N.P.C. and its specialists, to suit Indian conditions. The courses in the training programme include work study, production control, incentives in industry, quality control, materials handling, job evaluation and merit rating, and will be imparted to trainees drawn from industrial units including workers' representatives. These training courses are expected to result in increased manufacturing productivity at lower cost, more efficient industrial controls and better management. The first course in the series on work study has been inaugurated under the auspices of the Delhi Productivity Council at the premises of the Delhi Polytechnic under the supervision of Prof. R. F. Bruckart—TCM Productivity Specialist. The course includes such subjects as techniques of waste reduction, human factor in work study, method study, analysing factory layout and machine operation, principles of motion economy and work measurement and rating the performance.

During the next few months, the NPC will launch a country-wide campaign for increasing productivity by organising a large number of productivity teams for conducting intensive studies and stimulating technical exchanges within the industry. These teams, with ten members in each, will be divided into 'subjects teams' and 'industry teams'. The former will have on them representatives of different industries whereas the latter will consist of representatives of the same industry. The teams will include representatives of workers, trade unionists, employers and management from the public as well as the private sector. Their main object will be to visit various industrial units in important industrial centres to hold discussions with representatives of organisations and institutions dealing with subjects of their interest. For the 'industry teams', the subjects will cover specific problems of the industry concerned. For the 'subjects teams' the studies will be related to subjects such as joint consultation, incentive schemes, job evaluation and welfare activities.

Many State Governments passed legislation to provide greater labour welfare facilities and ampler amenities for workers in different industries. Among the legislation passed by the Parliament, the Workmen's Compensation (Amendment) Act, 1959 deserves special mention. The distinguishing features of this Act, have been mentioned elsewhere in this article. The Employment Exchanges

(Compulsory Notification of Vacancies) Bill, 1959 was introduced in the Lok Sabha during the year under review. It has been alluded to earlier. The Central Government framed another Act namely, the Working Journalists (Fixation of Rates of Wages) Act, 1958 to provide for the fixation of rates of wages in respect of Working Journalists and for matters connected therewith. The Governments of Rajasthan and Madhya Pradesh passed legislation relating to Shops and Commercial establishments for regulating the working conditions of the employees in such units. The Governments of Kerala and Mysore introduced similar Bills in their State Assemblies with a view to consolidating all the previous enactments and to have a uniform and integrated legislation for regularising the working conditions of workers employed in the shops and commercial establishments. The Government of Madras enacted the Madras Catering Establishments Act 1958 with a view to regulating the conditions of work, etc., in catering establishments. The Government of Madhya Pradesh framed the Maternity Benefit Act 1958. The scope of the new Act has been widened so as to include within its ambit commercial establishments, omnibus service, workshops, etc. The Act also seeks to increase the maternity rest period from 8 to 12 weeks. Amendments to the existing regulations in respect of the maternity benefits were also made by the Governments of the Punjab and West Bengal. The State Governments of Rajasthan and Bihar also introduced amending bills regarding maternity benefits in their State Assemblies. The Governments of Madras and Kerala enacted the Industrial Establishments (National and Festival Holidays) Acts. These Acts seek to grant seven paid holidays including two National Holidays—the Republic and the Independence Day—to the workers.

The Kerala Industrial Relations Bill is an interesting attempt to deal with that most intractable of problems, rival unions, and to provide, in the words of the Preamble, "for the prevention, investigation and settlement of industrial disputes by negotiation." It is supplementary to the Central Industrial Disputes Act, as it is held that the arrangements under that Act do not "give full scope for negotiation and conciliation". "When there is a difference of opinion between the employer and workman" says the statement of objects, "the tendency should be 'to discuss and not to dispute'. It is the only sure means of achieving industrial peace and creating a proper climate for industrial progress. This is the supreme need of the hour".

The question of safety in mines received further attention of the Government in the year under review. The Conference on Safety in Mines met for the second time at Dhanbad in the last week of January, 1959. The deliberations of the Conference pin-pointed the urgency of a concerted drive for safety in mines without which it was felt, higher production targets of coal may not be achieved. Education, training and propaganda have been given a top place to promote safety consciousness among the staff and the workers. The Conference suggested that a body of experts should carry out a scientific study of cases of fatigue, since physical fitness of workers helped in reducing accidents. Another important idea was mooted that the Committee should conduct investigations with a view to

making more specific regulations about the standards of ventilation and lighting. The use of open lights should be prohibited and precautions relating to the use of electricity should be incorporated in the mines regulations instead of the Indian Electricity Rules, as at present. It was also considered desirable that workmen should have the right to get the mines inspected by their chosen representatives.

As regards the progress of the housing schemes, about 78,500 houses for workers had been built up to November 1958, under the Subsidised Industrial Housing Scheme since its inception in September 1952 and 26,500 were under construction. A sum of Rs. 31.64 crores was sanctioned by the Government of India to cover the cost of these tenements. Since May 1956, when the Slum Clearance Scheme was started, 103 projects were sanctioned for building 18,848 tenements and developing 9,743 open plots at an approved cost of Rs. 8.97 crores. To reduce the rents payable, further subsidy has been raised from 25 per cent to 37½ per cent. The Plantation Labour Housing Scheme has not made much headway on account of inadequate response of planters. From April 1956, when it was put into operation to September, 1958, loan assistance totalled about Rs. 5.50 lakhs for 307 houses of which only 20 have been built.

The Union Minister for Housing stated recently that the "Government may be forced to yield to the pressure from Parliament to bring forward legislation to compel managements to build colonies for labour", if they did not fully respond to the Government's Subsidised Housing Scheme for industrial labour. The Minister outlined a three-fold housing scheme now under consideration of the Union Government and expected to be finalised shortly. The Scheme contemplated (1) provision of Rs. 15 crores during the Second Plan period for acquisition of land, (2) floating of loans and debentures guaranteed by the State or Central Governments for financing individual housing projects, and (3) issuing of brochures suggesting 20 to 30 cheap designs of houses for the various income groups in the country.

The important International and National Conferences held during the year under review were Tripartite Technical Meeting on the Timber Industry (December, 1958), 43rd Session of the Indian Labour Conference (June 1959), Conference on Safety in Mines (August, 1958), 17th Session of the Standing Labour Committee (October, 1958), 8th Session of the Industrial Committee on Plantations (January 1958), 5th Session of the Industrial Committee on Jute (August 1958), Central Implementation and Evaluation Committee first meeting (September, 1958), Second Session of the Conference on Safety in Mines (January 1959), Central Committee on Employment (May, 1959), 17th Session of the Indian Labour Conference (July, 1959). The representatives of the various statistical units of the Ministry of Labour and Employment participated in the 7th joint Conference of the Central and State Statisticians held in December, 1958.

A Regional Conference on Industrial and Occupational Health was convened in Calcutta from November 24 to December 5, 1958, under the auspices of the World Health Organisation and the I.L.O. Representatives of Governments, employers' and workers' organisations from all countries of the South-East Asian region took part in

the Calcutta meeting. The Conference emphasised the need for intensive efforts to tackle the problems relating to industrial and occupational health.

The above rambling survey of the by-gone year points to the approved faith in the experiments that are being pursued with courage and confidence in the realm of labour. The year under review, though not embellished with spectacular results, really marks a turning-point not only in the fortunes of the Second Plan but also in the economic future before this country. It may, indeed, in all probability, mark the end of the crisis of confidence that had lately overtaken us and open up a new era for the country where sober optimism will be vouchsafed to us.

## LABOUR FORCE STATISTICS IN INDIA

by

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(The views expressed in this article are the personal views of the author and the Government takes no responsibility for them)

1. Introduction—A resolution of the 1958 International Conference of Labour Statisticians recommended that every country should aim to develop a comprehensive system of statistics of the labour force, employment and under employment, in order to provide an adequate statistical basis for the analysis of economic and social problems of the labour force, of employment and unemployment and in particular, for the formulation and application of policies designed to promote economic development. Reliable and up-to-date information on employment and unemployment is one of the basic prerequisites of a planned economy. One of the principal objectives of the Second Five Year Plan was a large expansion of employment opportunities. Without adequate and reasonably accurate statistics, it will not be possible to realise this objective. Again it is also necessary to know the rate of growth in the labour force or rather the labour force participation rates. Without knowing the number of un-employed, it will be difficult to visualise the magnitude of the problem to be solved within any time-interval and accordingly arrange the priorities of the Plan. Apart from the material and financial resources the utilisation of manpower in a country to the fullest extent is necessary for both economic and social development. Experience so far has emphasized the need to view the employment situation not only in the aggregate for the nation as a whole but also in its break-up into rural and urban sectors, as the problems involved are different. For a country like India, with its wide regional disparities, it is necessary to take into account the magnitude of the employment situation in the urban and rural sectors in different regions of the country. The development of a reliable system of employment and unemployment statistics is very necessary for purposes of planning and plan-assessments, but so far, not much progress has been made in this direction.

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2 *Review of information on labour force*—Till a few years ago, the only source of information regarding labour force was the reports on the economic classification of the decennial population censuses. These were however not helpful to assess the extent of unemployment. With the establishment of the Employment Exchanges a monthly assessment of the unemployment position was attempted. The data mainly cover the urban areas. They are subject to many limitations and affected by several unconnected factors. They cannot therefore be accepted as indicative of even urban unemployment trends. The trends reflected by these data are affected in particular by changes in the number of Exchanges, their growing popularity and the unknown proportion of registered persons already employed. It has been suggested that, at fairly frequent intervals the proportion of the unemployed population in the country registering themselves in the Exchanges should be estimated so that by applying a multiplier to the number of persons registered, the number of unemployed could be estimated. Actually the National Sample Survey (NSS) made such an estimate of this proportion based on a preliminary survey on employment and unemployment in urban areas in 1953. But current estimates of this proportion are not available and it is unlikely that the same proportion holds good now.

Current statistics of employment available in the country in certain organised sectors like mines, factories, Government services, etc. are also limited in scope and in fact all the available statistics put together do not cover even one-fourth of the non-agricultural labour force. Expansion of the scope of the collection of current employment statistics, has been suggested but it can have but limited success for considerable time because of the difficulties involved in building up suitable frames of establishments from which the data have to be collected and the difficulties of obtaining large scale response by mail questionnaire. The Directorate General of Resettlement and Employment has recently initiated the Employment Market Information (EMI) programme with the idea of filling up this gap in the non-agricultural sector. These reports give very useful information regarding certain limited areas but their coverage is still small and it will take considerable time before it can be extended to most of the uncovered areas.

The need for surveys based on the household approach as a practical means of providing the statistics required for planning and plan assessment, with reasonable speed and reliability matched to the particular use in view, was recognised after the Government of India entered the planning era. After the institution of the National Sample Survey in 1950 in the initial rounds information on employment, unemployment and labour force was obtained through questions on economic and activity status as part of demographic particulars. The first major attempt at a detailed enquiry on labour force characteristics was launched by the NSS in the form of a Preliminary Survey on urban unemployment in September, 1953 from households. This was more of an exploratory type to decide about the concepts and definitions to be adopted in labour force surveys in India. Since 1955, the NSS has included a separate schedule on employment and unemployment as a part of their multipurpose survey.



and has been covering both urban and rural areas. There have also been certain surveys designed to measure the extent of unemployment in certain specific localities undertaken by the State Governments and Research Institutions notably in Bombay, West Bengal, Bihar and Kerala but unfortunately most of them adopted different concepts, definitions and designs and the results are strictly not capable of comparison or aggregation.

3. *Concepts and Definitions*—Generally speaking, the labour force consists of those persons who furnish the supply of labour for the production of economic goods and services including employers, workers on own account, unpaid family workers in household enterprises, employees and the unemployed. The Labour Force Survey should be designed to provide reliable estimates of current employment, under-employment and unemployment, together with the various characters such as age, sex and qualifications of each of these classes.

But in an underdeveloped economy like that of India, particularly in rural areas where a considerable part of the production is for home consumption and never reaches a market, and where there is also no regular labour market, it is meaningless to ask people whether they are available for work. In these circumstances, no objective measurement of availability for gainful work is possible and all that can be done is to measure current attachment to work and to study characters of the part of the population that is attached to work and the part that is not attached to work. The use that may be made of these figures will depend upon the broad outlines of economic and man-power policy but this general classification would be such as to enable the statistics to be used in connection with whatever policy may be decided on.

4. The employment-unemployment problem is capable of being approached from two angles—the 'source of living' approach and the 'productive occupation' approach. The first approach, i.e., the 'source of living' approach was the one adopted for classification of persons for the 1951 census. It classified the entire population into three classes according to economic status—self-supporting persons, earning dependants and non-earning dependants. The total population was divided as follows on this basis:

	Number (million)	Percentage
Self supporting persons . . . . .	104.4	29.3
Earning dependants . . . . .	37.9	10.6
Non-earning dependants . . . . .	214.2	60.1
Total . . . . .	356.6	100.0

The self-supporting persons and earning dependants were further divided into 8 categories called the livelihood classes. In this approach, there was no distinction made between earned or unearned income, and no attempt made to measure the degree of employment or dependence. In this approach, unemployment is looked upon

as a social evil to be remedied since it leaves a man without a source of living. It is interested therefore in those persons who have no source of living and are on the look-out for work as a source of living. A farm labourer who has only seasonal employment but earns his living (however meagre) regularly from that source and lives on it for the whole year is not of interest from this angle although he has plenty of time which could be turned to productive use under certain imaginable arrangements. The 'productive occupation' approach on the other hand is interested in the number of unoccupied hands that are willing and offering to be employed at a given time. This approach is interested in the farm labourer who is available for work for 9 months in the year since he represents unutilised production capacity. He will be counted as employed for three months and unemployed for 9 months. The essential differences between the two approaches consist firstly in the object with which the particular classification and enumeration is done and secondly in the introduction of a reference period in respect of which the person is treated as employed or unemployed. From both points of view, however, the problems are of great importance and significance in this country. From the source of living approach, unemployment is one of the worst social maladjustments urgently in need of correction for any kind of progress and from the 'productive occupation' approach it reveals a large mass of unutilised productive capacity going to waste.

5. As is well-known, about 4/5ths of our population live in the villages. The largest source of living and means of occupation for these people is agriculture, which, together with animal husbandry, forestry, fishing and other connected occupations creates 48 per cent. of our national income. Many of these occupations require the employment of a very large number of skilled or semi-skilled men and women during particular seasons, but cannot provide full or regular employment to them during the rest of the year. These persons do not, however, form part of the population without a source of living. In fact, in most cases it has been their traditional source of living and there has always been a certain amount of psychological feeling of security of source of living for these people, the fear of being dismissed from service and left without a source of living has not been a spectre for them. The problem, so far as these people are concerned, relates to two things. Firstly, it is their low standard of life and their inability to earn during the seasons when they are employed, sufficient to maintain themselves on a reasonable standard throughout the year. Secondly, the seasonal character of their work results in crores of wasted man-days which could be harnessed to *increase the total output of goods and services for the nation*. From both points of view, however, it should be noticed that their interest is from the angle of 'under-employment' or 'under-utilisation' and not from the angle of the social problem of ensuring a source of livelihood for each person.

6. *Rural Labour Force Survey*—A rural survey should attempt to classify the population according to the source of living approach, that is, by the usual activity. Although the classification will not be by a short reference period like a week it will be advisable to obtain a picture of the activities of the individual over a period which will

constitute a natural cycle and over which the pattern of activity is likely to be repeated. This period will generally coincide with a year, but in practice it will be difficult to get correct particulars about such a long period by the interview method and in practice a shorter period has generally been adopted and the industrial status has been detailed somewhat as follows. Where the industrial status has changed during the period, the status which has taken most time has been adopted as relating to that person.

The usual industrial status will be detailed as follows

(a) Persons with gainful work

- (i) employee (including apprentice),
- (ii) employer,
- (iii) own-account worker,
- (iv) un-paid family enterprise worker,

and (b) Persons without gainful work

- (i) students,
- (ii) house workers,
- (iii) rentiers, pensioners, persons living on interest or dividends,
- (iv) permanently disabled persons,
- (v) beggars, vagrants, etc.,
- (vi) too old, too young,
- (vii) inmates of medical, mental, penal and charitable institutions,
- (viii) Others.

No restriction on age is imposed for inclusion in (a) as it is well known that there are large numbers of children and old persons who participate in gainful work in the rural areas.

Besides obtaining the information on the above classification, the labour-time disposition during a period preceding the day of enquiry may also be studied. Further particulars or sub-classifications of the above divisions may be introduced from time to time if they are required for policy purposes (a)+b(viii) will roughly indicate the rural labour force. The survey should be so designed as to stagger the sample uniformly and to bring out information on labour time disposition for a continuous period of twelve months free from seasonal fluctuations.

**7. Urban Labour Force Survey**—In urban areas however, the concept of availability has meaning and statistics regarding short-term variations in the number of people who are available for work but who are unable to find work, are required not only from the 'productive occupation' approach but also from the 'source of living' approach. In order to make estimates of urban unemployment that are comparable and also conform to the general practice in other

countries it is suggested that so far as urban areas are concerned, the following concepts and definitions may be followed. It may not be necessary, at any rate to begin with, to obtain statistics more frequently than say once a year or once in six months but there would be operational and conceptual advantage in spreading the sample and the enquiry uniformly over the year and obtaining an average picture over the period, so that variations in this average picture over successive periods can be studied. All-India results will certainly be interesting and even useful for the overall assessment of the performance of plans meant to reduce unemployment, but, from the point of view of designing measures to combat acute unemployment, it would be necessary to have information about its regional distribution over States and therefore the survey should be designed to yield State-level results.

"Labour force" consists of the "employed" and the "unemployed" as defined below

The "employed" category consists of—

- (1) all those who had worked for pay or profit for at least one working day during the reference week on some economic activity,
- (2) all those who had jobs or owned enterprises, professions or vocations but were temporarily absent from work during the reference week for reasons of illness, injury or other physical disability, bad weather, strike or lock-out, paid lay-off, paid vacation for rest or recreation, or any other causes, including social or religious, necessitating temporary absence from work,
- (3) members of the household who assisted in the operation of a household enterprise for at least one working day during the reference week, without pay,
- (4) persons expecting to be appointed within a period of 30 days from the date of the survey will be treated as employed and classed separately.

These persons may be .

- (a) employers,
- (b) self-employed persons,
- (c) employees,
- (d) un-paid household enterprise workers;
- (e) working members of cooperative \*

The "unemployed" category consists of all those who, having no jobs or enterprises of their own, had not worked even for a single working day during the reference week and were currently looking for full-time work. They include

- (1) persons whose employment or means of self-employment was discontinued, whether temporarily, indefinitely or permanently, except for reasons such as those mentioned above,

\*The International Labour Office proposed this as an additional group to the usually accepted classification, in its report on *International Classification according to Status* submitted to the Ninth International Conference of Labour Statisticians. The Conference, however, did not adopt any resolution on the subject.

- (ii) persons who were looking for work for the first time, but exclude persons below the age of 14 (i.e., persons who have not completed 14 years of age) and above the age of 60 (i.e., persons who have completed 60 years of age or more).

The under-mentioned persons are to be regarded as "looking for work" for the above definition

- (a) those who were on the Live Registers of Employment Exchanges at the end of the reference week,
- (b) those who had put in written applications for salaried jobs during the two months preceding the end of the reference week and were awaiting the results of the applications,
- (c) those who had contacted prospective employers at least once during the reference week for employment on wages;
- (d) those who could not contact prospective employers during the reference week because of ill-health, disability, bad weather or other similar reasons but for which they would have contacted prospective employers for employment on wages, provided they had contacted prospective employers for jobs before this contingency and in any case within the preceding 2 months;
- (e) those who did not make any tangible efforts to secure employment during the reference week under an expectation of recall to jobs which they had temporarily left and/or the belief that no alternative opportunities existed in the locality.

Those who are not classifiable either as "employed" or "unemployed" according to the above definitions are automatically to be classified as "outside labour force" They may consist of

- (a) persons below the age of 14 and above the age of 60 not already in employment, and
- (b) students, house-wives, pensioners, non-working proprietors, rentiers beggars and others not already in employment and not currently looking for work.

The above definitions imply an order of priority in the classification of persons who are employed for part of the time, unemployed for part and outside the labour force for the rest of the time, in so far as a person who worked even for one day during the reference week is regarded as employed and a person who made any efforts at all or showed evidence that he is looking for work is regarded as unemployed even though for a major part of the week he may not be available for work at all. The same order of priority namely—

first,	employed
second,	unemployed
and third,	outside labour force

is applicable to the classification of persons who are simultaneously eligible to classification under more than one group. Thus, a person already in employment but looking for alternative work would be regarded as employed and not as unemployed. A student or a housewife who is looking for work would be regarded as unemployed and not as outside labour force. In the case of persons below 14 and above 60, however the fact that they are currently looking for work would not make them eligible for classification as unemployed.

For each of the three classes of persons, i.e., outside labour force, employed and unemployed, such characteristics as are important to study from the point of view of policy, will be studied. For example, the proportion of women of various age groups in the three classes and the variation of this proportion over time are important for the purpose of studying and influencing the participation of women in economic activity. Similarly, it will be useful to study how the 'employed' and 'unemployed' population in urban areas are growing by accretion of persons drawn from the rural areas as this may possibly suggest rather paradoxically, that the way to solve urban unemployment in the urban areas is to reduce under-employment in rural areas.

8 Conclusion—While, therefore, the efforts of the Ministries of Labour and Commerce and Industries to obtain aggregates of the employment in various limited sectors should be continued, and the results will be useful for detailed planning and plan-assessment in particular sectors, measures of the comprehensive pattern of employment necessary for over-all planning can in practice, be secured only through sample surveys. It is most unlikely that reasonable estimates of these measures can be obtained as constant multiples of the aggregates of employment or unemployment obtained in the limited sectors. A list is appended mentioning a number of such sample surveys already conducted. A perusal of the list will show that the concepts and definitions have not been consistent in these surveys. In order to ensure that the results are capable of being put to the best use, it is suggested that regular periodic surveys are arranged consistently on somewhat the lines indicated above.

STATEMENT I—DEFINITIONS ADOPTED IN SOME LABOUR FORCE SURVEYS IN INDIA

Sl. No.	Survey	Concepts and Definitions	Period of enquiry	Reference period	Percent. age of labour force to popula- tion	Percent. age of un- employed to labour force
	2	3	4	5	6	7
1	Calcutta city (1st)	Those working for pay or profit on any one day of the reference period would be classified as employed. A person is un- employed if he was without a job for the whole reference period, was seeking one and was in a position to accept a job, if offered.	September—November 1953.	30 days preceding the date of enquiry.	40.3	10.6
2	Patna city (Dir. of Popu- lation & Statistics, PFUSC)	An unemployed has been taken to mean any person who was actively seeking work on 10th November, 1953.	..	10th Nov., 1953	26.1	7.4
3	Bihar Towns with popula- tion of 20,000 and over	Full time employment means employment requiring full day's work for a period ex- ceeding six months. A partially employed person is one who though employed as no full time employment but is seeking such employment. The above labour force is restricted to the age group 16—60.	April—July, 1954	One year, 1953-54	—	—
4	Kerala, (Malabar & Kona- rod area) (Dir. of Statis- tics, Kerala)	Labour force concept is applied on the basis of gainful work, although but is restricted to persons over 15 years of age. Casually employed includes both the regularly as well as casually employed persons. The employed are those who are either actively seeking job or those who had been laid off temporarily or indefinitely from their jobs and were waiting to be called back, rather than looking for new jobs.	February March, 1957	.	35.4	14.6

## STATEMENT I—DEFINITIONS ADOPTED IN SOME LABOUR FORCE SURVEYS IN INDIA—contd.

1	2	3	4	5	6	7
5	4th Round N S S	Persons will be classified into the categories as employers own account workers, unpaid household labour employees, unemployed seeking work and not in labour force. The employment status of a person will refer to the principal occupation. There is no specific reference period.	April—September, 1952		44.9	0.2
6	6th Round N S S	A person working for pay or profit on any one day of the reference period was to be considered as employed. To be classed as unemployed seeking employment, a person was to have been without a job for the whole reference period, seeking one and on a position to accept if offered. The classification adopted was more detailed to separate out the unpaid household labour, break-up the unemployed into those seeking for the first time and not for the first time, and also to separate out persons living on earnings from unskilled activity.	May—August 1953	30 days preceding the date of survey	44.9	1.3
7	7th Round N S S	Do	October, 1953— March 1954	Do	43.9	0.9
8	Ad hoc Preliminary Survey on urban Unemployment N S S	Do (NOTE.—The Survey was limited to all towns with a population of 20,000 & above excepting the four big cities, Bombay, Calcutta, Delhi & Madras)	September 1953	Do	31.9	7.4
9	9th Round N S S	(1) Classification according to usual status No specific reference period is set but may generally be a year. A person will	May—November, 1955	..	Rural 44.2 Urban 34.5	0.6 5.8



be classified into one or other of the detailed activity status categories according to the predominant status that prevailed in the past with repetitions over comparatively long spans of time which are likely to be repeated in future.

(i) Classification according to the industrial status on a single day of reference

(ii) Labour time disposition during a week by broad industrial status categories.

Same as in the ninth round with the omission of information by usual status

Same as in the tenth round in the case of non-agricultural labour households but in the case of agricultural labour—households, additional information on labour time disposition during a period of 30 days preceding the date of enquiry has been collected

**NOTE**—From this round onwards, a scale of priority in order of preference broadly, (i) gainfully employed, (ii) unemployed and (iii) not in the labour force would operate when there are more than one status for a person during the reference period. In the case of a week being the reference period, for the non agricultural labour households, the priority scale will operate if the higher order broad industrial status prevailed for at least one day during the reference week but in the case of agricultural labour households, the activity pattern (both major and minor) will be considered for each day of the reference week.

The day preceding the date of enquiry.  
Seven days preceding the date of enquiry.

(i) the day &  
(ii) seven days, preceding the day of enquiry

(a) (i) one day &  
(ii) seven days, preceding the day of enquiry.

(b) (i) one day  
(ii) seven days &  
(iii) thirty days preceding the day of enquiry.

May—November, 1955

Do.

December, 1955—  
May, 1956.

August, 1956—  
February, 1957.

10th Round N.S.S.

11th Round N.S.S.

STATEMENT I—DEFINITIONS ADOPTED IN SOME LABOUR FORCE SURVEYS IN INDIA—concd.

1	2	3	4	5	6	7
12	12th Round N.S.S.	Same as in the eleventh round with the omission of the information on labour-time disposition during a period of 30 days preceding the date of enquiry for the agricultural labour household.	March—August, 1937	(i) one day, & (ii) seven days, preceding the date of enquiry	—	—
13	13th Round N.S.S.	Same as the tenth round except for the priority sub-paragraph above in the eleventh round in the case of the week as the reference period the higher order of status will apply provided it has been there for at least one day during the reference period.	September, 1937—May, 1938	(i) one day & (ii) seven days, preceding the date of enquiry	—	—
14	14th Round N.S.S.	Persons will be included in the activity status during the reference week by adopting a priority scale in order as gainfully employed, unemployed and not in the labour force. A person who is directly or indirectly occupied in a job or enterprise on at least one day during the reference week will be treated as gainfully employed and as 'work'. A person with a job or enterprise but did not do any work during the reference week because of special reasons like illness, vacation, inclement weather etc. will be treated as gainfully employed but not at work.	June, 1938—June, 1939	Seven days preceding the day of enquiry.	—	—
		An unemployed is one who is seeking work or available for work (even though not seeking employment) for one day during the reference week.				

## LABOUR WELFARE IN INDIA

By

S. D. PUNEKAR\*

(The views expressed in this article are the personal views of the author and the Government takes no responsibility for them)

Like many terms relating to modern labour problems, the term "welfare work" is familiar in its concept but difficult in definition. Its dictionary meaning is "efforts to make life worth living for employees".<sup>1</sup> This is a broad definition, mentioning merely the purpose and not the scope of welfare work. The Royal Commission on Labour in India faced the same difficulty, when it stated "It is a term which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialisation and the educational development of the worker".<sup>2</sup> The Labour Investigation Committee after considering several definitions of "welfare work", came to the conclusion that "this question is somewhat subjective and that the definition largely depends upon the circumstances of each case". We prefer to include under welfare activities anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by Government or by other agencies, over and above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained.<sup>3</sup> An I.L.O. Report relates workers' welfare to "such services, facilities and amenities which may be established in, or in the vicinity of, undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale".<sup>4</sup> A Resolution adopted by the 30th session of the International Labour Conference (Geneva, June, 1947) enumerates these services as follows: adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and the accommodation of workers employed at a distance from their homes. This list appears to be inadequate inasmuch as it does not include such important services as educational facilities, co-operative societies, day nurseries and crèches, social insurance benefits and schemes for the provision for future.

In view of these different connotations, the term "labour welfare" is considered vague and confusing. It is also considered outmoded, because it suggests outworn ideas. "While to some people it will undoubtedly suggest certain modern personal practices to many it will bring to mind an earlier period of industrial history". It may suggest the paternalistic conception characteristic of early twentieth

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<sup>1</sup>The Concise Oxford Dictionary (4th edition) p. 1157.

<sup>2</sup>Report, p. 261, see also *Report of the Bombay Textile Labour Enquiry Committee* (1940), pp. 264-5.

<sup>3</sup>Main Report, p. 317.

<sup>4</sup>Asian Regional Conference (1950) *Report on the Provision of Facilities for the Promotion of Workers' Welfare*, p. 3.

century welfare, reflecting the ideas of the 'good' employer with a growing social conscience and an increasing sense of responsibility for the well-being of 'his employees'. The term "welfare" is, therefore, replaced by the term "employees benefits and services", and as such forms an important division of the personnel function of management.

### IMPORTANCE OF WELFARE

Whatever may be the terminology used, the importance of welfare work is being increasingly realised, because it creates a congenial climate in the workplace, keeps the labour force stable and contented, maintains industrial peace and improves the efficiency of the workers. In a developing economy like ours, where progress depends on increased production, labour welfare assumes primary importance. This was realised by the First Five Year Plan, when it said "In order to get the best out of a worker in the matter of production, working conditions require to be improved to a large extent. The worker should at least have the means and facilities to keep himself in a state of health and efficiency. This is primarily a question of adequate nutrition and suitable housing conditions. The working conditions should be such as to safeguard his health and protect him against occupational hazards. The workplace should provide reasonable amenities for his essential needs. The worker should also be equipped with the necessary technical training and a certain level of general education". Labour welfare programmes would induce a worker to render loyal and active co-operation, which is an essential factor in creating an economic organisation in the country.

### GENESIS OF WELFARE WORK

The process of industrialisation, in its most familiar form of capitalism, gives rise to labour problems, which, in their turn, necessitate labour welfare programmes. When the closed economy was replaced by the free (mercantile) economy, culminating in the modern factory system, there was a consequent replacement of simple tools by complex machinery, of small indigenous producers by merchant-manufacturers and of simple employer-employee relationship by modern impersonal industrial relations. This transformation brought about certain evils of modern industrial order, such as exploitation of female and juvenile labour, prolongation of the working day, intensification of labour, undermining morality, and misery and privation to the working classes. The merchant-manufacturer who controls the means of production and thereby dictates the terms to actual producers as well as to consumers, occupies a strategic position, which can be a potential bastion of social domination and economic exploitation. Labour welfare is one of the measures to lessen the evil impacts of excesses of individualism which have led to inhuman exploitation of human flesh and blood. Modern industrial development in India offers harrowing tales of such exploitation of man by man. For example, the evidence before the Bombay Factory Labour Commission, given more than half a century ago, reveals that gins and presses sometimes worked both night and day, with an hour's rest in the evening. "The same

\*B. J. Cohen & M. M. Towry Evans—*Working Conditions and Employee Services* (2nd edition 1950) p. 5.

\**The First Five Year Plan*, pp. 570 and 586.

set continues working day and night for about eight days, and when it is impossible to go any longer other sets of hands are procured, if they can be found. There is no change of hands except at meal times. The hands that work from 4 a.m. to 10 p.m. are paid from 3 to 4 annas per day. Those working these excessive hours frequently died". From another evidence, it is observed, "Gins and presses never stop for meals, as a rule the hands take their meals at the gins. They supply the gins mechanically three parts asleep, and a child at the breast sucking one minute and throwing cotton in the machine the next. They go on working day and night until they are completely worked out. It will be found that the women had worked day and night for as long as a week at a stretch. They worked 23 out of 24 hours. The women are looked upon as part of the gins, and two or three hours is the largest time they can be absent out of the 23 without any notice being taken of it". The miserable conditions persisted for many decades and our Prime Minister once observed, "In Bombay, an enquiry commission found in one room, 15 feet by 12, six families, in all thirty adults and children, living together. Three of these were expecting a confinement soon and each family had a separate oven in that one room. I remember visiting some of these slums and hovels of industrial workers, gasping for breath there, and coming out dazed and full of horror and anger. I remember also going down a coal mine in Jharia and seeing the conditions in which our women-folk worked there. I can never forget that picture or the shock that came to me that human beings should labour thus".<sup>1</sup>

Unable to bear the sight of such physical, moral and spiritual harm done to humanity, some public-spirited social welfare workers tried to improve the miserable lot of the helpless masses through welfare measures. Robert Owen and Titus Salt in Great Britain and S. S. Bengalee, N. M. Lokhande and I. N. Nair in India belong to this noble band of social workers, who can be called the pioneers in labour welfare. In India, the early labour movement (1875-1918) was marked by social welfare measures, aimed at the general improvement of the community. Social welfare in this period included labour welfare, because an important section of the community comprised industrial labour. The community leaders held public meetings (for example, in Bombay in 1884 and 1890) and put up such demands as weekly holiday, half-an-hour's rest interval, payment of wages after the wage period, safety from machines, humane treatment from managers, elementary ventilation and sanitation, etc. These demands, which appear too mild today, were considered to be radical when they were made and the genesis of our labour welfare could be traced to them. With the development of public consciousness, industrial psychology and scientific management, worker's status in the industry has improved. Protective labour legislation and improved standards of labour welfare mark the rise in the status of the worker as a partner in industry. This improvement is particularly noticeable since 1947, when free India, wedded to the idea of a welfare State, developed her own industrial and labour policy.

<sup>1</sup>D. H. Buchanan—*The Development of Capitalist Enterprise in India*, pp. 302-5.

<sup>2</sup>Jawaharlal Nehru—*Discovery of India* pp. 424-5.

### TYPES OF WELFARE SERVICES

(a) *Statutory and Voluntary Services*—Welfare Services can be divided and classified by various criteria. For example, they may be divided on the basis of legislation broadly under two heads: statutory welfare and voluntary welfare. In India, there has been recently a marked tendency to bring matters connected with welfare more and more within the purview of legislation. The Factories Act, 1948, the Plantations Labour Act, 1951, and the Mines Act, 1952, have made elaborate provisions for safeguarding the health and safety of workers and for promoting their welfare, provision is also made for the employment of labour welfare officers in factories and mines employing more than 500 workers and in plantations having more than 300 workers. Other welfare provisions relate to employment of children and young persons, hours of work and leave with wages. Coal and mica mines' funds, set up under the Coal Mines Labour Welfare Fund Act, 1947 and the Mica Mines Labour Welfare Fund Act, 1946, social security provided under the Employees' State Insurance Act, 1948, the Coal Mines Provident Fund and Bonus Schemes Act, 1948, the Employees' Provident Funds Act, 1952 and the Industrial Disputes (Amendment) Act, 1953, the industrial housing legislation of various States (Bombay, 1948, Mysore, 1949, Madhya Pradesh, 1950, and Hyderabad, 1952), and the welfare fund constituted under the Bombay Labour Welfare Fund Act, 1953 indicate the post-independence attempts made by the State in the field of statutory welfare.

However, labour legislation, as a method of labour welfare, creates certain fundamental problems. Firstly, legislation usually lays down the minimum labour standards and its very existence means the failure of the employers to come up even to these minimum standards. Even these minima are not being observed properly and the Second Five-Year Plan has to admit that one of the sources of friction between labour and management is inadequate implementation and enforcement of legal enactments. The Ministry of Labour and Employment of the Central Government has recently set up a separate section to deal with the problem of non-implementation. Secondly, it is not possible for legislation to provide for all the services and amenities that are desirable because of the great variety of circumstances affecting different industries. As legislation has to take into account the greatest common measure of all establishments, it lays down the minimum requirements. It is left to individual employers to have voluntary measures, in addition to the statutory services, for the welfare of the employees. Factors like the nature of the industry, its geographical location, size of the undertaking, capacity of the industry to spend and above all the attitude of the employer may determine the extent and scope of the welfare services. As a rule, however, the minimum standards laid down by statutory welfare measures become in reality the general standard of labour welfare services. Lastly, statutory welfare gives an excuse to the State to intervene in labour matters and thus indirectly control both industry and labour. The Inspectorate Staff appointed under the legislation relating to factories, mines and plantations, the Welfare Commissioners for coal and mica mines, the Provident Fund Commissioners for coal mines and for factories, the Directorate-General of Resettlement and Employment, the Chief Labour Commissioner and the Controller of Emigrant Labour assist

the State in controlling and regulating Indian labour through administration of labour welfare scheme. Besides, the Employees' State Insurance Scheme, supposed to be autonomous in character, has turned out to be a completely State-controlled Scheme.

(b) *Intra-Mural and Extra-Mural Services*—Welfare services can also be divided on the basis of the place wherein they are carried out.

(i) There may be factory amenities provided in or around workshop, where the employee spends most of his working day. These intra-mural services create an environment leading to efficiency in work, reasonable comfort and better working conditions. Many of these services come under statutory welfare in India, as can be seen from the legal provisions relating to canteens, crèches, rest shelters, pithead baths in mines, cleanliness, lighting, ventilation, disposal of wastes and effluents, elimination of dusts and fumes, provision of spittoons, control of temperature, floor-area for work, washing facilities, first-aid appliances, ambulances and stretchers, seating arrangements for workers, supply of drinking water, adequate latrines and urinals, etc..

(ii) The other class of services is of welfare amenities provided outside the work-place and consists of such provisions as housing, transport, social and recreational facilities and economic security of the employees. In India some of the big and enlightened employers like the Tatas, the A.C.C., the Kolar Gold Fields, the Delhi Cloth Mills and the Buckingham and Carnatic Mills have provided such extra-mural services, particularly in the housing colonies they have set up for their employees. Labour legislation rarely touches these services, probably because of the controversial point whether labour welfare services should be extended by the employer outside the workshop gates. "Trade unionists and most workpeople resent anything which suggests a control over their private lives and it is questionable whether any worker should be dependent on a firm for both his livelihood and his home—even where there are obvious financial advantages.

Employers should be interested in what employees do outside working hours, but they should make no attempt to organize lives outside the factory, rather they should provide conditions which enable the individual to develop his own ideas and live his own life among friends of his own choosing".<sup>1</sup> In India, with rapid industrialisation during the last decade, industrial towns and estates are coming up, where extra-mural services are being provided. Often such towns assume the role of private estates, barring the entry of "undesirable outsiders" within the housing colonies.

(c) *Agency of Welfare*—Labour welfare services can be distinguished according to the agencies, responsible for the administration of these services. Broadly, there are four such agencies at work:

(i) the State; (ii) the employers and their associations, (iii) the workers and their unions, and (iv) social service organisations.<sup>2</sup> The State enters the field of labour welfare through legislation, labour welfare departments, education and social affairs. The role of the State in labour welfare legislation has been already studied earlier. In the early years of the Second World War, the Government of India entered the welfare field for increasing workers' productive efficiency and

<sup>1</sup>H. J. Cohen & M. M. Tomy, *Unions—Working Conditions and Employee Services* p. 7.

<sup>2</sup>Details of the work done by the first three agencies since 1946 have been given extensively in the section on "Labour Welfare" in the issues of the *Indian Labour Year Book* (Labour Bureau Government of India).

launched welfare schemes in ordnance, ammunition and war-production factories. In 1942, a Labour Welfare Adviser was appointed to promote labour welfare work. In 1946, an experimental scheme for constituting labour welfare funds was formulated for financing welfare measures outside the purview of statutory provisions in industrial undertakings owned and controlled by the Government of India. With the rapid development of the public sector since Independence, Government became the biggest employer and by 1954-55, over 200 welfare funds covering more than a lakh of workers were in operation. The Government desires that private employers should set up similar "welfare trust funds" and is contemplating for the last few years the promotion of legislation for this purpose. Most of the State Governments have launched their labour welfare schemes, mostly in the form of social and recreation centres. There are 54 such centres in Bombay, 44 in Uttar Pradesh and 28 in West Bengal. The Bombay Government has set up an autonomous Labour Welfare Board and has also established an Institute for the training of Labour Welfare Workers. In the field of housing, the Government of India brought out the Subsidized Industrial Housing Scheme, providing for loans upto 50 per cent, 37½ per cent, and 50 per cent of the cost and for subsidy upto 50 per cent, 25 per cent and 25 per cent of the cost to State Governments, employers and industrial workers' co-operatives respectively. In spite of these attractive provisions, the progress was slow, and as against the target of one million houses, only 79,676 tenements were sanctioned, out of which only 43,834 could be completed during the First Five Year Plan period.

The increase of State's share in welfare has resulted in a consequent decrease of voluntary welfare on the part of individual employers. During the last decade, more and more items of welfare have been brought under legislation and even the medical care has become the responsibility of the Employees' State Insurance Scheme. The welfare work by employers, and that too big employers, has been now restricted to grainshops, literacy, recreation centres, co-operative societies and such amenities of minor importance. The housing colonies of big employers provide for civic and social amenities. The only employers' organisation undertaking direct responsibility for organising welfare work is the Indian Jute Mills Association, which runs five labour welfare centres in Calcutta.

Indian trade unions have never been conspicuous in the field of welfare. The only notable exception is the Ahmedabad Textile Labour Association, which conducts cultural and social centres, schools, study homes, reading rooms and libraries, dispensaries, a maternity home, women's welfare centres, a co-operative bank and housing societies.

It appears that social organisations have ceased their operations in the labour field. Once upon a time, organisations like the Social Service League and the Kamgar Hitwardhak Sabha did useful service for labouring classes. It, however, appears that they have handed over the field to trade unions, which, with their pre-occupation with labour courts and strikes, have no time to pursue the welfare activities.

#### CONCLUSION

This brief review of labour welfare in India shows that all is not well on the welfare front. Labour welfare, as a labour problem in



industry, should be a bipartite matter. It should be the responsibility of employers and employees, with the least intervention from the third party. A feeble attempt in this direction was made by the Industrial Disputes Act in its provision for setting up the works committees. Unfortunately, these committees failed for a variety of reasons. However, as the question of workers' participation in the management is now assuming importance, a trial may be given to the principle that employees should have the right to elect representatives who, jointly with management, share the responsibility of administering services which are run for their benefit. Joint welfare committees can administer welfare funds and manage social and recreational schemes and can thus solve the vexed problems of labour welfare.

## AGRICULTURAL LABOUR IN INDIA

1.1 India lives in villages. Its rural population, according to the 1951 Census, was 299 million, and of this 250 million were engaged in agriculture. A great proportion of the population in the Indian Union depend thus on agriculture for their livelihood.

1.2. Agricultural labourers are at the lowest rung of the ladder. The numerical strength of agricultural labourers (including dependents) has increased during 50 years (1901 to 1951) by about 25 million from 73 to 98 million\*. As a result the agrarian labour problem has assumed disturbing proportions. Even as early as 1880, the Famine Commission observed that those who had no other employment than agriculture were greatly in excess of the requirement for proper cultivation of land. Fifty years later the Royal Commission on Labour remarked in 1931 that "over large parts of India, the number of persons on the land is much greater than the number required to cultivate it and appreciably in excess of the number it can comfortably support". With increasing population pressure on land, the conditions of agricultural labourers who occupy the lowest rung of the agricultural hierarchy have been deteriorating with passage of time.

2.1. Characteristics of Agricultural Labour—Certain characteristics differentiate agrarian labour from industrial labour in a marked manner exposing them to exploitative factors. There is no clear-cut employer-employee relationship in agriculture as in industry. Members of some marginal land holders' families too, seek wage employment in agriculture to supplement family income. There is also no classification of workers into skilled, semi-skilled and unskilled labour. There are only two types of agricultural workers employed either for casual work or for regular farm work, on a continuing basis. Those who are employed on a daily basis for rush work to meet seasonal exigencies are known as casual labourers and those employed on routine farm work for a specified period are known as attached workers. But for attached workers there is hardly any distinct category of labourers who could be deemed as having a fixed occupation and classified as "agricultural labourers". What these labourers are primarily concerned with is gainful employment whatever be the kind of work available to them. Employment in agriculture is mostly seasonal with varying intensities depending upon regional characteristics and crop-pattern. This seasonal activity is followed by a slack

\*Second Five Year Plan, Page 316.

period, the duration of which varies from region to region. During slack season agricultural workers have to seek alternative sources of employment

22 Migration is another distinct feature. In busy seasons, agricultural labourers migrate from regions where labour is relatively abundant to regions where it is scarce. In slack season, the amorphous agrarian labour is in search of employment and migrate as factory labour or as unskilled labour in unorganised employments like road construction and building operations. Wage payments in agriculture also show considerable diversity. Payment of wages in kind, or partly in cash and partly in kind is quite common. Supplemental payments in the form of perquisites are also made to labourers. Wages for some agricultural operations like harvesting and threshing are paid in kind on the basis of outturn of work. Wage-structure in agriculture is considerably influenced by tradition and custom. Before abolition of intermediaries like Zamindars and Jagirdars, certain relics of feudal practices like exaction of forced labour known in different States by different names like *Pannaiyal* in Madras, *Gothi* in Orissa, *Vetti* in Andhra, *Hali* in Bombay etc., were in existence. Some State Governments had passed laws prohibiting forced labour. Such agrestic serfdom is now, more or less, a thing of the past

31 Paucity of information on Agricultural Labour—There was hardly any systematic information on wages, employment, living levels and conditions of work of agricultural labourers till recently. Agrarian wage statistics were the only data available. Even these were confined to certain perfunctory returns submitted by Provincial Governments to Central Government. Periodical returns on agricultural wages were collected, originally from 1873 onwards, when Government of India required half-yearly returns from District Officers showing "average wages per month" of skilled and unskilled labour. These statistics were published twice a year in Provincial Gazettes and annually in the publication "Prices and Wages" for certain selected districts in each Province. The statistics were rather inaccurate as they did not include cash value of supplemental payments made to labourers. Government of India decided in 1905 that half-yearly wage returns should be discontinued, and investigations be made once in every five years by collecting statistics of prevailing wages for ascertaining standard rates of wages in each district or homogeneous area. This proposal for conducting a quinquennial wage-census was accepted and given effect to by some Provinces. The form used for collection of agricultural wage statistics was revised in 1919. The wage earners were broadly classified into artisans such as blacksmiths and carpenters, and farm servants or field labourers like ploughmen, sowers and transplanters, weeders, reapers, harvesters, herdsmen and other agricultural labourers. The form also provided for specification of wage period, rates of cash and grain wages, and perquisites with particulars of quantity and cash value. Quinquennial wage censuses published by some State Governments were more comprehensive. They furnished data on costs of cultivation and quantum of seasonal employment available on different types of holdings of varying sizes.

32. The Ministry of Food and Agriculture have since 1950 been publishing wage statistics for agricultural labourers in their annual publication "Agricultural Wages in India". These are fortnightly and

monthly wage statistics for agricultural labour collected from one or two "typical" villages in each District or a group of Districts. The statistics relate to skilled and unskilled rural labourers. Skilled labourers include artisans like carpenters, blacksmiths and mochis. Unskilled labourers are classified into field labourers, other agricultural labourers and herdsmen. In a few States, wages of agricultural labourers for important agricultural operations are also separately shown. The wage data relate to prevalent rates of wages as ascertained from local enquiries. The selection of villages being purposive and not random, the data does not give a truly representative picture of wage situation in a region at a given time.

3.3 The paucity of information on the living and working conditions of agricultural labourers was realised as a handicap for chalking out and implementing ameliorative measures for them. The Five Year Programme prepared by Labour Ministry in 1946 included, among other things, an enquiry into wages of agricultural workers to "ascertain the true conditions and to consider what steps should be taken to give a measure of protection against their wages being pushed to the minimum". The urgency of such an enquiry was recognised and the proposal endorsed unanimously by the Labour Ministers' Conference held in October 1946 \*

4 Minimum Wages Act, 1948—With the object of providing wage protection to agricultural labour who are exposed to exploitative factors, agricultural employments were brought under the purview of Minimum Wages Act, 1948. The Act provides for fixation and revision of minimum wages, specifies hours of work, rest intervals, weekly rest day, remuneration for over-time work, and modes of wage payment. Practical difficulties in enforcing statutory provisions were taken note of by the Planning Commission who recommended that to start with minimum wages for agricultural workers may be fixed in low wage pockets and for larger farms; and a phased programme be followed in extending the provisions of the Act.

5.1. *The First All-India Agricultural Labour Enquiry—its findings*—With a view to considering what protective and ameliorative measures could be undertaken for agricultural labour, the First All-India Agricultural Labour Enquiry was conducted by the Ministry of Labour in collaboration with State Governments in about 600 fixed villages selected on the principle of stratified random sampling. The Enquiry was spread over a period of 12 months from March 1950 to February 1951. During the enquiry data on employment, wage rates and earnings of individual workers, and on income expenditure and indebtedness were collected from about 11,000 agricultural labour families every month for a period of 12 months.

5.2. Important concepts and definitions and procedures adopted for the Enquiry need some mention. An agricultural labour family was defined as one in which either the head of the family or 50 per cent. or more of the earners reported agricultural labour as their main occupation. Main occupation of a person was defined as one which

[ \*Agricultural wages in India Vol. (I) (1952) Ministry of Labour Publication, Page 1.

occupied 50 per cent or more of the total number of days worked by him during the previous year. The same employment criterion delimiting agricultural labour families was extended to individual earners for determining whether they were agricultural labourers or not. An 'earner' was defined as one who contributed to family income by his or her earnings however meagre the contribution might be. Payments made in kind and perquisites allowed were evaluated at rural retail prices and shown both on the income and expenditure sides of the family budget. As regards collection of data on employment, work done for more than half a day or more was taken into account as a full day's work but work which fell short of half a day was left out. As regards unemployment, firm data could be collected only in respect of men labourers who reported wage employment in each month. Thus for those of the labourers, about 14 per cent on an average in each month during the year, who did not report wage employment, it was assumed that they were self-employed for half the period.

53 The main findings of the survey in respect of estimated number of agricultural labour families, employment wage rates, income, expenditure and indebtedness are briefly mentioned below.\*

54 According to the survey, the estimated number of rural families was 58 million of which 17.6 million were agricultural labour families. The total number of agricultural labourer who were actual workers was 35 million comprising 19 million men, 14 million women and 2 million children.

55 Agricultural labour force was drawn from landless labour, members of small land holders' families and of non-agriculturists. Employment of women and children was on a considerable scale, though in some States it was negligible. Adult male agricultural workers were employed on an average for 218 days, of which agricultural labour accounted for 189 days and non-agricultural labour for 29 days. They were unemployed for 82 days and self-employed for 65 days. Women, on the other hand, could get employment for 134 days, 120 days in agricultural labour and 14 days in non-agricultural labour. Data on unemployment for women and children was not collected. Children were employed for 165 days, of which agricultural employment accounted for 150 days and non-agricultural employment for 15 days. The following statement shows break down of quantum of employment, unemployment and self-employment Statewise for adult male agricultural workers according to re-organised States †

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\*Detailed Reports on the Enquiry numbering about 11 were published in 1954-55.

†The States Reorganisation Act came into force with effect from 1st November 1956 and the first A.L.E. data have, therefore, been recomputed by a suitable weighting process.

## EMPLOYMENT AND UNEMPLOYMENT

Reorganised States	All male agricultural workers (casual and attached)				
	Wage employment			Un em- ployment	Self em- ployment
	Total	Agl.	Non-Agl.		
1. U. P. . . . .	289	255	34	44	32
2. M. P. . . . .	249	222	27	56	60
3. Bihar . . . . .	200	168	32	84	81
4. W. Bengal . . . .	239	194	45	83	41
5. Orissa . . . . .	206	199	57	43	66
6. Assam . . . . .	206	208	48	61	48
7. Manipur . . . . .	102	96	6	120	143
8. Tripura . . . . .	283	202	31	79	3
9. A. Pradesh . . . .	191	167	24	107	07
10. Madras . . . . .	185	168	17	102	78
11. Kerala . . . . .	194	170	25	123	45
12. Bombay . . . . .	226	205	21	79	60
13. Mysore . . . . .	172	152	20	89	104
14. Rajasthan . . . .	180	162	23	83	97
15. Punjab . . . . .	214	194	20	85	66
16. Delhi . . . . .	209	159	50	76	80
17. H. Pradesh . . . .	218	106	112	49	98
18. Jammu & Kashmir . .	206	183	23	112	47
All India . . . . .	218	189	29	82	65

56. Wages.—Wage-structure in agriculture is diversified and complex. Wages were paid by time or piece and wage payment was wholly in cash or kind or partly in cash and kind. They were also sometimes supplemented by perquisites which showed wide variation from region to region. Agricultural wages have a general tendency to lag behind industrial wages due to relatively low paying capacity of farmers, lack of collective bargaining among agricultural labour who are unorganised, preponderance of women and child labour and employment of family labour by small cultivators who would as far as possible, manage without hired labour except during seasonal exigencies. The first Enquiry showed that adult male agricultural workers earned on an average a daily wage of 175 annas while women and children earned 108 and 111 annas respectively. It was found that 95 per cent. of the total man-days worked were

paid for by time and only 5 per cent. by piece. Piece payment was, to a large extent, confined to harvesting and threshing operations. As for different modes of wage payment, the survey revealed that 58 per cent of the mandays worked were paid for entirely in cash, and 32 per cent in kind. Only 10 per cent. of the mandays were paid for partly in cash and partly in kind. Wages were mainly paid without supplementals. Perquisites were allowed in respect of only 33 per cent of the mandays, worked. Modes of wage payment showed not only inter-State variations but also variations as among the different agricultural operations.

57 The following statement shows the over-all average wage-rates earned by men and women in the different re-organised States during the year 1950-51

*Average daily wages (In annas)*

Reorganised States	Average daily wages (In annas)			
	Men		Women	
	Agricul- tural opera- tions	Non agricul- tural opera- tions	Agricul- tural opera- tions	Non agricul- tural opera- tions
1. U.P. . . . .	18.8	18.6	16.8	12.2
2. M.P. . . . .	12.6	14.9	9.1	8.7
3. Bihar . . . . .	20.2	17.6	17.7	12.8
4. W. Bengal . . . . .	26.5	24.5	16.0	13.3
5. Orissa . . . . .	11.3	12.2	7.9	7.4
6. Assam . . . . .	29.8	28.8	21.9	17.6
7. Manipur . . . . .	18.1	17.6	16.8	—
8. Tripura . . . . .	35.2	33.6	32.8	—
9. A. Pradesh . . . . .	15.5	8.3	10.0	10.4
10. Madras . . . . .	15.5	16.4	9.4	7.1
11. Kerala . . . . .	20.1	18.7	12.6	9.2
12. Bombay . . . . .	16.2	14.8	10.6	8.2
13. Mysore . . . . .	14.4	17.5	9.1	9.1
14. Rajasthan . . . . .	19.6	18.5	15.1	12.9
15. Punjab . . . . .	20.5	20.8	20.3	14.8
16. Delhi . . . . .	29.1	27.9	23.3	33.6
17. H. Pradesh . . . . .	21.0	23.4	23.0	14.7
18. J. & K. . . . .	25.6	16.0	24.0	17.6
All India . . . . .	17.5	17.2	10.8	9.8

58 *Family budgets of agricultural labourers*—Living levels of agricultural labourers, who were drawn mainly from scheduled castes and backward communities, were low. Earnings of individual members derived from wage employment in agricultural pursuits and non-agricultural occupations, and income from self-employment like farming were pooled and utilised for meeting family expenditure. Income often comprised payments received in kind like grains, and other items like collection of fire-wood free which were evaluated at rural retail prices and shown on both sides of the family budget. The average income of an agricultural labour family was Rs 447 per year. Of this, wage income from agricultural labour formed 64.2 per cent and from non-agricultural labour only 11.9 per cent. The average annual expenditure worked out to Rs 461 of which 85.3 per cent was spent on food, 6.3 per cent on clothing, bedding and footwear, only 1.9 per cent on fuel and lighting and house rent and 6.5 per cent on services and miscellaneous items. The family income was hardly sufficient to make both ends meet and there was a small deficit of Rs 14 left. While the average per capita income was Rs 104 the per capita expenditure was Rs 107.2. The intake of cereals per consumption unit\* was 20.3 ozs per day. The diet was poor in quantity and quality. The calorie intake of the diet showed that it was deficient by about 25 per cent of the normal requirement. The protein intake was deficient by 18 per cent.

59 It was found that 45 per cent of the agricultural labour families were in debt, mainly for meeting consumption expenditure. They borrowed mainly from money lenders and their employers. Debt per indebted family was Rs 105 and the total volume of indebtedness of agricultural labour families, worked out to Rs. 80 crores. The foregoing picture is for the whole of India. Particulars of average size of agricultural labour families, their income, expenditure on different consumption groups and indebtedness are given State-wise for reorganised States in the following statement.

*Statement showing State-wise particulars of average size of agricultural labour families, their income expenditure and indebtedness*

Reorganised States	Size of the family	Total annual Expenditure	Annual exp. per family (% to total)					Total annual income	Per cent age of families in debt	Average debt per indebted family
			Food	Clothing & Footwear	Fuel & Lighting	House and repairs	Misc.			
1	2	3	4	5	6	7	8	9	10	11
1. U.P.	4.2	748	84.7	7.8	1.1	0.7	5.7	551	21.0	32
2. M.P.	4.6	795	88.7	5.0	0.7	0.2	4.5	391	45.0	79
3. Bihar	4.5	775	89.9	4.5	0.9	0.0	3.8	735	41.0	95
4. W. Bengal	4.0	625	85.9	4.7	1.2	0.9	7.3	608	32.0	44

\*According to Lusk's Coefficients.

1	2	3	4	5	6	7	8	9	10	11
5 Orissa	4.3	331	84.9	6.3	1.5	1.2	6.1	340	16.9	50
6 Assam	3.7	389	85.0	4.5	1.3	1.3	7.9	601	33.2	17
7 Manipur	2.5	322	89.8	7.1	3.1		9.9	320	6.7	116
8 Tripura	4.0	998	89.3	2.8	0.7	1.4	5.8	675	90.9	254
9. A Pradesh	4.3	407	84.2	6.8	1.1	0.5	7.4	381	58.9	100
10. Madras	4.2	373	82.9	6.8	0.9	1.2	8.2	371	46.0	89
11 Kerala	4.6	487	77.8	5.1	1.4	2.3	12.4	486	47.8	43
12. Bombay	4.4	428	86.2	6.9	1.4	0.3	5.2	415	49.5	98
13 Mysore	4.4	407	79.5	8.6	1.5	1.8	8.6	388	61.7	101
14 Rajasthan	4.4	580	84.7	7.8	0.8	0.4	6.3	605	76.0	370
15. Punjab	5.1	749	84.4	7.1	0.9	0.4	7.2	992	88.0	335
16. Delhi	4.7	772	75.5	12.6	1.3	2.7	7.9	687	83.7	640
17. H. Pradesh	3.2	656	88.3	3.0	0.6	1.7	6.4	628	66.6	262
18. J. & K.	4.5	785	90.2	4.7	1.3	0.1	3.7	654	13.0	63
All India	4.3	491	85.3	6.3	1.1	0.8	6.5	447	44.5	105

The main fact which emerged from the first Agricultural Labour Enquiry was that the provision of more employment opportunities for agricultural labourers is as important as the fixation (and enforcement) of minimum wages for them.

61. *Amelioration of Agricultural Labour Conditions*—It is impracticable to ameliorate conditions of agricultural labourers by devoting exclusive attention to them, since they form an integral part of the rural community and cannot be separated as a distinct occupational group. Improvement of their employment opportunities, living levels and welfare is closely bound up with increase in agricultural efficiency and consequent improvement in the economic condition of the farmers who should get remunerative prices for their farm produce, rehabilitation of rural industries to provide adequate employment opportunities to rural labour force during slack periods, absorption of redundant labour force in industries through intensive industrialisation, and regulation of agricultural wages so as to keep pace with price changes compensating agricultural labourers for rise in living costs.

62 The planned economic development of industry and agriculture, and the various projects undertaken in this regard are intended to industrialise the country, improve agricultural efficiency, increase employment opportunities and correct the imbalance that exists between industry and agriculture. These objectives take time to materialise, and at present there is no knowing to what extent the tenurial



and tenancy laws, resuscitation of rural industries through the constitution of semi-autonomous Boards and Corporations, construction of multi-purpose irrigation projects and other industrial plants, extension of community development and National Extension Services, and measures taken to improve medical health and sanitation under the First and Second Plans have benefited rural communities and improved their living conditions. It is possible that the benefits might not have yet reached those belonging to scheduled castes and scheduled tribes who constitute the lowest stratum of society and the bulk of agricultural labourers in the country side.

7.1 Some specific steps have, at the same time, been taken to ameliorate conditions of backward communities from which agricultural labourers are drawn. One of such steps which directly concern agricultural labourers is fixation of wage minima under the Minimum Wages Act 1948. Minimum Wages have been fixed in specified areas, which is permissible under the Act, by the State Governments of Assam, Andhra Pradesh, Bihar, Bombay, Himachal Pradesh, Mysore, Uttar Pradesh and West Bengal. They are fixed for the whole State in Ajmer (merged with Rajasthan), Coorg (merged with Mysore), Delhi, Kerala (including Travancore-Cochin and Malabar District), Kutch (merged with Bombay), Orissa, PEPSU (merged with Punjab), Rajasthan and Tripura. Minimum wages have not been fixed so far by Madras Government. However, under the Tanjore Tenants and Pannaiyal Protection Act, 1952, the daily wages of adult male Pannaiyals was fixed at one *marakkal* and for women labourers at  $\frac{1}{2}$  *marakkal*. Wage for harvesting were fixed separately.

7.2. The following statement shows rates of minimum wages fixed in major States for adult male casual agricultural labourers upto February 1958 at different points of time.

States	Date of notification	Wage rate or its range
		Rs.
1. Andhra . . .	29.12.54	1.50
2. Assam . . .	24.8.53	1.25 (plus perquisites)
3. Bombay . . .	3.8.54	0.75 to 1.00
4. Bihar . . .	27.12.54	Wages fixed in kind
5. Kerala . . .	26.2.58	1.50
6. M.P. . . .	22.12.54	0.62 to 0.88
7. Mysore . . .	29.12.53	0.88 to 1.00
8. Orissa . . .	29.12.54	0.62 to 0.75
9. Punjab . . .	6.2.53	1.25
10. Rajasthan . . .	16.2.53	1.25
11. U.P. . . .	28.12.54	1.00
12. W. Bengal . . .	28.12.53	1.50 to 2.25

73 The effect of minimum wage-fixation vis-a-vis prevailing wage rates in different regions is not readily discernible in view of the absence of adequate enforcement machinery under the Act. With a view to ascertaining whether existing wages fall short of statutory wage minima, it may be necessary for the State Governments to undertake a rapid wage survey to find out the wages paid by time and piece for different agricultural operations for men, women and children in cash kind, or partly in cash and kind, with perquisites and without them, evaluating payments in kind at rural retail prices. The wage data so collected may be compared with corresponding statutory wage minima.

74 *Consumer Price Index Numbers for agricultural labourers*—The Minimum Wages Act requires not only fixation but also periodical revision of minimum wages on the basis of the movement of cost of living index numbers for agricultural labourers. These index numbers are being constructed in the Agricultural Labour Division of the Bureau on the basis of the "weights" provided by the 1950-51 Agricultural Labour Enquiry. The collection of retail prices for about 70 commodities consumed by agricultural labourers from a number of villages selected on the principle of stratified random sampling is being done by the field staff of the National Sample Survey. On the basis of the prices furnished consumer price index numbers (on base 1950-51=100) for the reorganised States and for All-India are being compiled from 1956 onwards by the Labour Bureau. The indices are expected to be published shortly.

75 *Grant of house-sites*—Some State Governments have undertaken ameliorative measures of granting house-sites to Harijans and settling landless labourers on land. The Governments of Madras and Kerala have earmarked a sum of Rs. 34.84 and Rs. 1.30 lakhs respectively for grant of house sites to Harijans etc. With the object of stopping forced ejection, the Government of Bihar enacted a law conferring permanent tenancy rights on Harijans and others on homesteads in their occupation. Under the consolidation of holdings schemes in certain States like Punjab and the Union Territory of Delhi, Harijans and other agricultural labourers are granted lands for residential purposes. There are special provisions for settlement of landless labourers on waste lands and vacant holdings and also for their protection against eviction in the Santhal Paraganas Tenancy Supplementary Act 1949 and Bombay Tenancy and Agricultural Lands Act 1948. The Bombay Tenancy Act also lays down that in the event of sale the tenant is to be given first option of purchasing the site (at a value determined by the Tribunal) on which he has built a dwelling house. The *Tanjore Tenants and Pannaiyal Protection Act* 1952, and Hyderabad Tenancy and Agricultural Lands Act, 1950 have analogous provisions for safeguarding interests of agricultural workers.

76 *Settlement of agrarian labour on land*—In the First Plan about Rs. 1 crore was spent on resettlement of landless workers. Nearly 18 lakh acres of land was reclaimed by the Central Tractor Organisation in different States most of which was utilised for establishing mechanised farms for settling landless workers. The Government of India have earmarked Rs. 38.72 lakhs (Rs. 13.33 lakhs as grants and Rs. 25.39 lakhs as loan) for resettlement of landless

labourers during 1958-59 in Uttar Pradesh, Punjab, Madhya Pradesh, Assam, Bihar and Kerala States. The Bhoodan movement has secured land donations of 44 lakh acres upto December 1958, and of this 7,82,525 acres of land was distributed to agricultural labourers. The Government of India had sanctioned in 1957 a sum of Rs 25 lakhs for resettlement of about 250 families on Bhoodan land in Bihar on cooperative lines under a pilot scheme. Since distribution of donated land requires suitable administrative machinery and appropriate regulatory provisions, certain laws have been enacted by some States like Uttar Pradesh, Bihar, Orissa, Madras and Madhya Pradesh. The Government of Andhra Pradesh published a Bhoodan and Gramdan Bill (1958) which seeks to facilitate the donation of land and simplify the legal formalities necessary for transfer of such lands.

**8 Second All-India Agricultural Labour Enquiry**—With the object of broadly ascertaining the impact of the developmental schemes implemented and the ameliorative measures undertaken during the First Plan period, a Second All-India Agricultural Labour Enquiry was conducted on almost identical lines as the First Enquiry, by the Ministry of Labour and Employment at the instance of the Planning Commission, during the year 1956-57. The Second Enquiry was conducted in 3,696 villages selected on the principle of stratified random sampling and staggered evenly over a period of 12 months, in collaboration with the Central Statistical Organisation, the National Sample Survey Directorate and the Indian Statistical Institute. Of the 3,696 villages selected for the Enquiry, about 1,300 were located in the Community Project, Community Development and N.E.S. Blocks. Information on wages, employment, unemployment, income, expenditure and indebtedness was collected during the enquiry in a suitably designed Questionnaire. The field work which was entrusted to the National Sample Survey Directorate was completed in September 1957. The tabulation of data was entrusted to the Indian Statistical Institute. The Institute completed the main tabulations in October, 1958. The scrutiny of the tabulations by the Ministry of Labour and Employment had thrown up certain discrepancies and technical problems which were placed before the 4th meeting of the Technical Advisory Committee on Cost of Living Index Numbers held in April 1959. The Technical Advisory Committee endorsed the Labour and Employment Ministry suggestion that re-tabulation of income and indebtedness data for the same set of agricultural labour households for which expenditure had already been tabulated by the Indian Statistical Institute was necessary. In view of these technical difficulties, work connected with report writing is somewhat delayed. It is hoped that a broad comparison of the First Enquiry data with that of the Second Enquiry, when the re-tabulated data is made available by the Indian Statistical Institute, would throw adequate light on how the agricultural labourers have fared at the two points of time, namely, 1950-51 and 1956-57.

### CONTRACT LABOUR IN THE PETROLEUM REFINERIES AND THE OILFIELD

The Planning Commission in the chapter on 'Labour Policy and Programmes' of the Second Five Year Plan, recommended special treatment to certain groups of workers who had not received adequate attention in the past and had problems peculiar to them. Three such

major groups were contract, agricultural and women labour. In order to provide the relief they deserved the Commission recommended several measures. So far as contract labour was concerned, the major problems related to the regulation of their working conditions and ensuring them continuous employment. For this purpose the Commission suggested that action should be taken to:—

- (i) undertake studies to ascertain the extent and the nature of the problem involved in different industries;
- (ii) examine where contract labour could be progressively eliminated. This should be undertaken straight-away;
- (iii) determine cases where responsibility for payment of wages ensuring proper conditions of work, etc., could be placed on the principal employer in addition to the contractor;
- (iv) secure gradual abolition of the contract system where the studies show this to be feasible, care being taken to ensure that the displaced labour is provided with alternative employment;
- (v) secure for contract labour the conditions and protection enjoyed by other workers engaged by the principal employer, and
- (vi) set up a scheme of decasualisation, wherever feasible.

The Labour Bureau was entrusted with the task of undertaking studies to ascertain the extent and nature of the problem involved in different industries.

A comprehensive enquiry to find out the extent and nature of contract labour in all the industries would have involved too much cost, time and labour. The Government therefore, decided that such studies should be confined to those industries wherein the percentage of contract labour was fairly high. Accordingly five employments, viz., Iron Ore Mines, Oilfields and Petroleum Refineries, Ports, Railways and Building and Construction were selected for special study. The Survey in Iron Ore Mines was conducted in December, 1956, and the results were published in June, 1958 issue of the Indian Labour Gazette. The results of the survey in the Oilfields and Refineries are presented in the following pages.

At the time of enquiry (1958) there were four refineries, viz., Assam Oil Company Refinery, Digboi, Burmah Shell Refineries Ltd., Bombay, Standard Vacuum Refining Company of India, Ltd., Bombay, and Caltex Oil Refining (India) Ltd., Visakhapatnam and one Oilfield at Digboi worked by the Assam Oil Company. It was decided to cover all of them. In the first instance a questionnaire relating to direct as well as contract labour was prepared and issued to all of them in September, 1958. Three of the four units replied that they did not employ any contract labour for the work either directly connected with or ancillary to that of the refinery. Miscellaneous jobs e.g., building and construction, construction of tanks, painting, gardening, food catering, etc., were, however, given out on contracts periodically after inviting tenders. The contractors were free to employ any number and any type of persons for performing the job assigned to them within the period stipulated in the contract. These units were, therefore, requested to furnish a list of their contractors and in the meantime a fresh questionnaire was prepared for covering individual contractors.

It was decided to have on-the-spot study of the recruitment, conditions of work, wage rates, welfare, etc., of workers employed by such contractors. Investigators were accordingly sent out for collecting the information from all the units, including oilfield, and their individual contractors. The number of contractors working for three units was 22, of which 1 was common to two units. In the fourth unit, viz., Assam Oil Company, there were 4 contractors on the refinery side and 8 contractors in the Oilfield. Since three contractors were common to both sides, there were actually 9 contractors for the Company. Thus, in all there were 30 contractors. It was decided to cover all of them. Information in respect of one contractor could not be obtained. The information relating to the remaining 29 contractors is discussed below.

### EMPLOYMENT

With a view to determining the extent of contract labour and its proportion to total labour in refineries and oil-field, statistics of employment, as on 31st December, for the years 1953 to 1957 were collected from all the units in respect of direct as well as contract labour. Information relating to contract labour was available with the management itself as far as the Assam Oil Company was concerned. Similar data in respect of the remaining refineries were collected from the individual contractors working with them at the time of survey. Employment data in respect of all the units are presented in Table I.

From the table given on the next page it will be seen that two units in 1953 and one unit each in 1955 and 1956 did not employ any direct labour since they had not started the actual working of their refineries, although contract labour was engaged by their contractors. In 1953 only one unit was actually working and the percentage of contract labour to the total labour force in that unit was 15.4. Similar percentage for that unit for the year 1954 cannot be worked out for want of complete information in respect of the workers employed through contractors. However, during the years 1955 to 1957 these percentages in that unit alone were 12.2, 13.8 and 17.6 respectively. In 1954 three units had started actual working and the percentage of contract labour to the total labour employed in them was 17.5. This percentage was low due to non-inclusion of the data in respect of contract labour employed on the refinery side of the Assam Oil Company, Digboi. During 1955 and 1956 there were four units but the fourth one had not started actual working and therefore had not employed any direct labour. The percentages of contract labour to the total labour employed in the three units which were working during 1955 and 1956 were 20.2 and 28.8 respectively. In 1957 the fourth unit had also started actual working and the percentage of contract labour to the total labour employed in all the four units in that year was 30.3. Thus, we notice a continuous rise in the percentage of contract labour to the total labour employed in refineries. The reason for this increasing percentage may be increased constructional activities in different units.

Sex-wise classification of the data shows that women labour was conspicuous by its absence as far as the direct labour is concerned. As regards contract labour, only four contractors employed women labour. Their percentage to the total contract labour varied from 4.5 in 1957 to 10.1 in 1954. The percentage of women labour to the total

TABLE I

Number of workers employed in Refineries and Oil-field as on 31st December

Year ending on 31st December

Direct Labour\*

Total Labour\*

Year	No. of units to which the data relate	Men	Women	Total	Percentage to the total labour	Men	Women	Total	Percentage to the total labour	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
1913 .	1 2	7,329 —	— —	7,329 —	84.6 —	1,339 377	— 134 (7.2)	1,339 509	15.4 —	9,043	134	9,177
1914	3	7,800	—	7,800	82.5	1,303	168 (10.1)	1,671†	17.5	9,393	168	9,561
1915 .	3 1	8,013 —	— —	8,015 —	79.8 —	2,001 73	176 — (7.7)	2,177 73	20.2 —	10,689	176	10,865
1916 .	3 1	8,704 —	— —	8,704 —	71.2 —	3,379 331	173 69 (5.6)	3,552 381	23.8 —	12,474	223	12,697
1917 .	4	8,799	—	8,799	69.7	3,650	173 (4.5)	3,823	30.3	12,419	173	12,592

\*Figures in respect of one unit include small amounts of indirect labour.

\*Figures in respect of one unit include supervisory and clerical staff also.

†Figures in respect of refinery side of one unit are not available.

NOTE.—Figures in brackets in col. 8 show percentages of women contract workers to total contract labour, in that year.

labour in the industry was insignificant varying between 1 and 2 per cent. in different years. A redeeming feature in this industry was that neither the managements nor the contractors employed any child labour.

The contract labour was mainly employed for construction, repairs and maintenance of buildings and offices, sanitary services, gardening, cleaning, running of canteens and cafeteria, loading and unloading of railway wagons, filling petroleum coke in bags and loading the same into wagons or trucks, painting, etc. In the oilfield it was employed for earth cutting, jungle clearing, handling materials, maintenance of roads, etc. Thus, the contract labour was generally employed on jobs which were either of a casual and intermittent nature or those which required specialised training and experience and were unconnected with the refinery processes. Further, in cases where the amount of work involved was uncertain the management got the work done through contractors instead of direct labour because the contractors could easily increase or decrease the number of workers according to their requirements but the managements could not easily do so. By adopting this recourse the managements were also saved of the botheration of supervision of the work.

#### NATURE OF EMPLOYMENT

The nature of employment of an overwhelming majority of workers employed through contractors was casual, as reported by all the contractors except five. As soon as any particular item of work was completed the workers were disbanded. The data received from one of the five contractors were defective and were therefore rejected. The remaining four contractors employed 99 workers, out of which 86 were permanent and the rest temporary.

The distribution of the 99 non-casual contract workers according to the length of service as on 31st December, 1957 shows that 13 workers had less than one year's service, 83 workers had service between 1 and 5 years and the remaining three workers had more than 5 years' service.

#### SYSTEM OF RECRUITMENT

All the contractors were free to recruit their labour. They had no difficulty in the recruitment of unskilled labour as the same was available near the refinery gates. Some difficulty was, however, experienced by them in the recruitment of skilled labour as such labour was in short supply. Sometimes they had to bring such labour from other places. For example, one contractor in Bombay recruited his skilled labour from Surat and adjoining areas. A majority of the contractors recruited their workers directly. Two of them recruited their workers through other contractors, four through agents and sirdars and four through existing workers.

#### SYSTEM OF GIVING ADVANCES

The available information reveals that only 17 out of 29 contractors gave advances to their workers either for purchasing rations and

provisions or for going to their native places or for urgent family needs, etc. No interest was charged on such advances which were recovered from the wages of workers.

### WAGES AND EARNINGS

Most of the labour employed through contractors was on time-rate basis. There was only one contractor who had engaged labour on piece-rate basis.

The available information reveals that in two units the wage rates, etc., of contract labour were fixed by the contractors themselves and the management had no hand either in the fixation or payment of wages. In the remaining two units some control was, however, exercised both in respect of fixation and payment of wages. In one of them wages were fixed in accordance with either the rates fixed under the Minimum Wages Act where applicable e.g., Building and Construction work or prevalent market rates. The management checked the accounts of its contractors periodically in order to verify whether the workers had got their due wages. All complaints regarding non-payment or delayed payment of wages or reductions therefrom were settled by the Labour and Welfare Officer of the unit. In the other unit contractors were required to pay wages to their workers according to the Standard Contract Rates based on the Company's pay scales for different categories of workers. The only difference between the direct and contract labour in this unit was that the former earned increments whereas the latter always got the minimum of the grade. At the time of contract every contractor was required to sign a clause guaranteeing payment of wages to his workers according to the scales given in the schedule prescribed by the Company. The management tried its best to see that contractors complied with this clause of the contract. The contractors generally paid the prescribed wages because their contracts were cost-margin contracts and they were getting from the Company the actual total wage-bill as estimated plus a percentage thereof as their remuneration. The fear of losing future contracts, in case they did not pay full wages to their workers, made them conscious of their duties and responsibilities. Complaints regarding non-payment of wages or deductions therefrom were generally lodged with the Government Labour Inspector, in consultation with their Labour Union when necessary.

Basic wage rates and dearness allowance of all categories of contract labour have been given in Table II given on the next page. Comparable rates for certain categories of direct labour are also given in the Table.



TABLE II

Basic wage rates and dearness allowance for contract labour in the Petroleum Industry in 1958-59

Category of workers	Basic wage rate per day	Dearness allowance per day	Remarks
1	2	3	4
	Rs	Rs.	
<i>Mazdoor—</i>			
Contract—			In one unit variable dearness allowance upto Rs 25 P.M. was also paid.
Male . . .	1.44 to 3.37 30 00**	2.02 (only in one unit)	
Female . . .	1.50	—	
Direct—			
Male . . .	1.44 to 3.00	2.02 to 3.24	
" . . .	45 50*	82.92*	
" . . .	60 00*	34.00*	
<i>Jugali—</i>			
(Contract) . . .	1.63	2.02	
(Direct) . . .	1.63 to 2.25	2.02	
<i>Artisan Grade I—</i>			
(Contract) . . .	2.63	2.02	
(Direct) . . .	2.63 to 3.50	2.02	
<i>Artisan Grade II—</i>			
(Contract) . . .	3.63	2.02	
(Direct) . . .	3.63 to 4.33	2.02	
Carpenter . . .	4.00 to 10.00	—	
Painter . . .	3.50 to 10.00	—	
Helper painter . . .	2.25 to 4.00	—	
Mason . . .	4.00 to 10.00	—	
Fitter . . .	3.00 to 8.00	2.37 (only in one unit)	
Welder . . .	4.00 to 10.00	2.37 (only in one unit)	
Mali . . .	75.00 to 120.00*	—	
Muccadam . . .	3.00 to 4.50	—	
Watchman . . .	2.50 to 10.00	—	

TABLE II—contd.

1	2	3	4
<i>Artisan Grade II—contd.</i>	Rs.	Rs.	
Concrete Mixer Driver	3 00 to 4 00	—	
Bar Bender . . .	3 00 to 6 00	—	
Bar Headman . . .	7 00	—	
Bhistie . . . . .	3 00 to 3 50	—	
Rigger . . . . .	6 00	—	
Lagger . . . . .	3 00	—	
Gas cutter . . . .	0 25	—	
Mechanic . . . . .	5 00 to 5 75	2 37 (only in one unit)	
Mechanic operator .	1 50	2 37	
Chipper . . . . .	4 00	2 37	
Helper . . . . .	1 10 to 2 00	2 37 only in one unit)	
Plumber . . . . .	4 00 to 10 00	—	
Stone cutter . . .	4 00 to 10 00	—	
Polisher . . . . .	4 00 to 10 00	—	
Black smith . . . .	4 00 to 10 00	—	
Foreman . . . . .	7 25 to 10 00	—	
Electrician . . . .	5 00	—	
Loader . . . . .	—	—	
			Rs 5 00 per 100 bags (weight per bag below 200 lbs) Re. 0 31 per ton (heavy lifts and crane used) Re. 0 66 per ton (manual labour-general cargo) Re 0 22 per ton (direct loading from ships with the help of cranes)
Sweeper . . . . .	30 00*	30 00*	
Washer . . . . .	30 00*	30 00*	
Bearer/server . . .	40 00*	30 00*	
Cook . . . . .	61 00 to 120 00*	30 00*	

\*Per month.

\*\* Per month including dearness allowance.

Wage rates for some of the important categories are discussed in the following paragraphs.

**Mazdoors**—Mazdoors were employed by all the units and a majority of contractors. Two units employed them on daily basis and the other two on monthly basis. The daily rates of basic wages varied from Rs. 1.44 to Rs. 3.00. The monthly wages in the two units were Rs. 45.50 and Rs. 60.00 respectively. As regards the wages of mazdoors employed through contractors the management of one unit fixed it at Rs. 1.44 per day. In the remaining three units, only 12 out of 20 contractors employed mazdoors and the wages paid by them to mazdoors varied from Rs. 1.50 to Rs. 3.37 per day. Of the twelve contractors, three paid Rs. 2.50 per day. Another three paid Rs. 2.00, Rs. 2.37 and Rs. 3.37 per day respectively. Five units paid between Rs. 1.50 and Rs. 3.00 per day. Only one contractor was paying wages at monthly rates. He paid Rs. 30.00 per month to mazdoors employed by him.

Four contractors employed women labour. Of these, only one paid different wages to women and men labour. Their wages were Rs. 1.50 and Rs. 2.25 per day respectively.

**Jugalis**—In one of the four units they were employed directly as well as through contractors. The wages of direct labour ranged from Rs. 1.63 to Rs. 2.25 per day whereas the contract labour got Rs. 1.63 per day.

**Artisans**—Artisans were employed directly as well as through contractors in one unit only. The daily wages of artisans recruited directly ranged from Rs. 2.63 to Rs. 3.50 for Grade I and from Rs. 3.63 to Rs. 4.38 for Grade II, whereas those recruited through contractors got only the minimum of the range viz., Rs. 2.63 and Rs. 3.63 per day for Grades I and II respectively.

The following categories of workers were employed through contractors only and no comparative position is, therefore, available in respect of direct labour —

**Carpenters**—Only six contractors employed carpenters who were paid daily wages ranging from Rs. 4.00 to Rs. 10.00 per day. Most of them were paid wages between Rs. 5.00 and Rs. 6.00 per day.

**Painters**—Six contractors employed painters on wages ranging from Rs. 3.50 to Rs. 10.00 per day. The most common wage paid by the contractors for this category was about Rs. 5.00 per day. Some of the contractors also employed helper painters. Their wages ranged from Rs. 2.25 to Rs. 4.00 per day. One of the contractors employed a 'letter painter' on Rs. 7.00 per day.

**Masons**—Six contractors employed masons whose daily wages varied from Rs. 4.00 to Rs. 10.00 per day. Most of them were, however, paid a wage between Rs. 5 and Rs. 6 per day. One of the contractors employed mason mistry also at the rate of Rs. 7.00 per day.

**Fitters**—Wages of fitters who were employed only by five contractors varied from Rs. 3.00 to Rs. 8.00 per day. The mechanical fitters were paid higher wages than the pipe fitters. Most common wage of pipe fitters was about Rs. 5.00 whereas that of mechanical fitters was Rs. 8.00 per day.

**Welders**—Welders were employed by three contractors only. In one case their wages varied from Rs. 4 00 to Rs 10 00 per day. The remaining two contractors paid Rs 8 00 and Rs. 9 50 per day.

**Malis**—Two contractors employed labour for gardening, etc, at the rate of Rs 75 00 p m One of them employed two muccadams also for gardening jobs on Rs. 105 00 and Rs. 120 00 per month respectively

Besides, there were certain other categories of workers employed by a few contractors Their wage structure, etc, have also been given in Table II.

There was only one contractor who had engaged workers on piece-rate basis for loading of bags and handling of goods The rates were Rs 5 00 per 100 bags if the weight of each bag was below 200 pounds It was Re 0 31 per ton for heavy packages for which cranes were used For general cargo lifted manually the rates were Re 0 66 per ton For direct loading from the ships with the help of cranes the rate was Re 0 22 per ton

### ALLOWANCES

**Dearness Allowance**—All the units were paying dearness allowance to the direct labour In three units it varied with income groups It was also linked to consumer price index number in two units Two units were also giving variable Dearness Allowance or Temporary Dearness Allowance in addition to the normal dearness allowance subject to certain conditions and such allowances were linked to the Consumer Price Index Number. However, it was only in one unit that some categories of workers recruited either directly or through contractors, were paid Rs. 2 02 per day as dearness allowance, as well as a variable dearness allowance which came to Rs. 25 00 p.m for all workers Only two contractors were paying fixed dearness allowance to all categories of workers employed by them One of them was paying Rs 2 37 per day while the other was giving Rs 30 00 per month All other contractors were paying consolidated wages and it was not possible to isolate dearness allowance from the basic wage.

**Other Cash Allowances**—One unit was paying a minimum house allowance of Rs 8 00 p m to those direct workers who had not been provided with any housing accommodation In another unit shift allowance was paid to direct labour only Two contractors paid conveyance allowance to their workers in cash One of them paid Re. 0 50 per worker per day irrespective of the conveyance charges actually incurred by the worker, whereas the other paid to all categories of workers except mazdoors the actual tram and/or train fares spent by them One contractor was giving Rs. 30 00 per month to his employees as food allowance

**Money Value of concessions in kind**—Only in one of the four units direct labour was being given free tea costing one anna per day. Amongst the contractors, only one gardening contractor had provided to his workers two uniforms and a blanket costing Rs 30 00. One contractor was also giving free tea to his workers twice a day if on duty at fixed hours

**Fines or Deductions**—From the available information it appears that none of the contractors imposed any fine on his workers or made undue deduction from their wages.

### PROFIT SHARING BONUS

Three units paid annual profit bonus for the year 1957 to the direct labour only. In two of them it was paid at the rate of 3 months' basic wages whereas the third unit paid at the rate of 4½ months' basic wages.

None of the units had any scheme of paying incentive bonus to workers employed through contractors. As far as contract labour is concerned, one contractor paid one month's wages—half month's wages at the time of Diwali and a similar amount at the completion of the year—as bonus to each worker. Another contractor used to provide incentives in form of a lump sum to some of his workers in order to get any important work completed within the scheduled time.

### RETAINING OR SUBSISTENCE ALLOWANCE

Only two contractors were paying retaining or subsistence allowance to their workers when no work was provided to them. One of them was paying full wages as subsistence allowance to a nucleus staff of 20 to 30 workers in case no work was provided to them. The other paid wages only to those workers who were called for work but no work could be provided to them.

### HOURS OF WORK, REST INTERVALS, ETC.

The refineries fall within the purview of the Factories Act, 1948. Under the Act, hours of work have been fixed at nine per day and forty-eight per week. The maximum spreadover has been fixed at 10½ hours per day. The Act also lays down that adult workers shall be allowed a rest interval of half an hour after every five hours of continuous work.

In one of the units daily hours of work for the general shift were eight per day from Monday to Friday and four on Saturday, thus making a total of 44 hours in a week. Workers in other shifts were required to work eight hours a day and 48 hours per week. In this unit contract labour engaged by contractors was allowed to work in the premises during the period of the general shift only and their hours of work were also fixed accordingly. In the remaining three units working hours for direct labour varied from 7½ to 8 per day and 40 to 48 per week. However, the daily hours of work for workers employed through 20 contractors of these three units varied from 7½ to 8. Normal daily hours of work were 8 in respect of 18 contractors. These varied from 7½ to 8 in respect of one and were 7½ in respect of the remaining one.

Daily spreadover for direct labour varied from 8 to 10 hours in different units. In one unit it was 8½ hours with half an hour's rest interval. In another unit spreadover for the general shift was 10 hours in summer and 9½ hours in winter with 2 and 1½ hours' rest interval respectively. In the remaining two units spreadover varied from 8 to 9 hours with a rest interval of half an hour to one hour.

The daily spreadover for contract labour in one unit was the same as for direct labour viz., 10 hours in summer and 9½ hours in winter with 2 and 1½ hours' rest interval respectively as the contract labour was allowed to work during the period of general shift only. The spreadover for contract labour in the remaining three units varied

from  $8\frac{1}{2}$  to 10 hours per day with a rest interval of  $\frac{1}{2}$  to 2 hours per day. The number of contractors in these three units was 20. Ten out of these 20 contractors had their spreadover as 9 hours with one hour's rest interval. Amongst the remaining 10 contractors, the spreadover was  $8\frac{1}{2}$  hours with  $\frac{1}{2}$  hour's rest interval in five cases;  $8\frac{1}{2}$  hours with one hour's rest interval in one case; from  $8\frac{1}{2}$  hours to 9 hours with one hour's rest interval in one case,  $9\frac{1}{2}$  hours with  $1\frac{1}{2}$  hours' rest interval in two cases, and from  $8\frac{1}{2}$  to 10 hours with  $\frac{1}{2}$  to 2 hours' rest interval in one case.

Contract labour in all the units was normally employed only in the general shift. Twenty five out of twenty nine contractors worked only one shift and the remaining four more than one shift. Three of these four worked three shifts and the fourth worked three shifts in the maintenance department only. However, one contractor normally working one shift stated that he also worked second shift if there was urgency of work. As regards change-over of shifts, two of the four contractors working more than one shift, changed them weekly, one changed it monthly and the fourth did not change it at all.

Only two units exercised control over the working hours of contract labour by prescribing the same hours of work as for direct labour. The work within the premises of refineries was regulated as a matter of practice because workers were not generally allowed to work within the premises of refineries beyond the normal shift hours as a measure of safety. However, work which was required to be finished within a specified time was allowed to be done outside the prescribed hours. Outside the premises of the refineries there was no restriction on the hours of work of contract labour.

### OVERTIME

Direct labour was paid at double the normal wages for overtime in all units. Contract labour in one of these units was getting overtime at the rate of basic wages on week-days and at  $1\frac{1}{2}$  times the basic wages on Sundays. In the remaining three units the position varied from contractor to contractor. Only twelve out of twenty contractors in these units reported that their labour worked overtime occasionally. Ten contractors paid overtime at double the rate of their daily wages, one at one-and-a-half times their wages and dearness allowance and the remaining one at one-and-a-half times their basic daily rates of wages.

### WEEKLY REST DAY

Out of 29 contractors, 27 allowed a weekly day of rest to their labour.

### LEAVE AND HOLIDAYS WITH PAY

The practice of granting holidays and leave with pay existed only in the case of a few contractors. The details are given below.

*Casual Leave*—Three units were giving seven days' casual leave to their direct workers subject to certain conditions. In the fourth unit the number of such leave days depended entirely upon the discretion of the management. Amongst contractors only three gave this benefit to their workers. Two of them were allowing seven days'

casual leave to their permanent labour only whereas the other contractor was allowing seven days' casual leave to all workers working in the maintenance division and only permanent workers of the construction division.

*Sick Leave*—Number of days allowed as sick leave with pay varied from seven to ninety for direct labour in the units. Amongst the contractors, only five were giving this type of leave with pay to their workers. One contractor was giving such leave to all permanent and temporary workers on production of medical certificate. Workers of another contractor working within the factory area were covered by the Employees' State Insurance Scheme and were getting this benefit under the Scheme. Another contractor was giving 10 days' sick leave to temporary workers. The fourth contractor was giving 7 days' sick leave with pay to all the staff of the maintenance division and permanent staff only of the construction division. The fifth contractor gave seven days' sick leave.

*Privilege Leave with Pay*—Direct labour in various units was entitled to 15 to 21 days' privilege leave with pay per annum. As regards workers employed through contractors, only four out of 29 contractors allowed such leave. In the case of one, the workers were entitled to 21 days' leave per annum, in the case of another to 30 days, whereas in the remaining two cases only permanent workers were entitled to 15 days' leave and in one case that too on completion of one year's service.

*Festival and National Holidays with Pay*—The workers employed by nine contractors of one unit were allowed only 2 National holidays with pay provided they had worked at least for one week within a period of two weeks prior to such holidays. Amongst the 20 contractors of the remaining three units, only nine contractors were giving holidays with pay ranging from 1 to 12 days. Out of these nine contractors one was giving only one holiday i.e., 15th August, three were giving two holidays, one three holidays, one 8 to 10 holidays, one 9 holidays, one 12 holidays and one was giving 3 festival and three national holidays and some sectional holidays also to workers of different communities.

#### WELFARE

All the units had provided housing accommodation for their direct labour though the extent of accommodation varied from unit to unit. In one of these units, such accommodation was rent free while in others a fixed rent or a fixed percentage of salary was deducted as the rent for the housing accommodation so provided. None of the four units was providing housing accommodation to the labour employed through its contractors. As majority of the labour was coming from the nearby places most of the contractors had also not provided any housing facility to their workers. Only two of them had provided some housing accommodation. One had provided three houses to those skilled workers who had been brought from outside. These houses were situated near the unit. They were 'kuchcha' and had not been given to workers on individual basis. These were allotted to a group of workers and were rent free. Suitable arrangements existed for water supply, etc. A common cook and cooking utensils, etc., were also provided free of charge to those workers who resided there. The other one had provided 100 temporary

thatched and rent free hutments to 200 workers. Each hutment was generally allotted either to a family consisting of husband and a wife, if both of them were working with the same employer, or to two workers. These hutments were constructed near the work-sites and were shifted with the change of the sites.

**Medical facilities**—Medical facilities were available in all the four units for direct labour, but in two of them they were not available for contract labour. In one of the units first-aid facilities, medical treatment and ambulance service were provided by the management for both direct and contract labour. In another unit contract labour was also entitled to medical help from the hospitals on payment on the advice of the contractor concerned. The contractors were usually charged for the treatment of contract labour but some of them passed on these charges to labour. As regards contractors themselves, only 7 out of 29 had provided separate medical facilities for their workers. Workers of one of the contractors working in the maintenance division were covered under the Employees' State Insurance Scheme. The extent of medical aid provided by the remaining six contractors varied in its extent, one provided only first-aid facilities, four gave free medical aid for injuries received on duty, and the remaining one provided only eye-drops, etc., at the work-site.

**Educational and Recreational Facilities**—Educational facilities were available to direct labour only in three units. Recreational facilities were, however, available for direct labour in all the units. As regards workers employed through contractors neither educational nor recreational facilities were provided for them either by the managements or by the contractors.

**Other Facilities**—Canteens were provided in all the four units. In one of them meals, tea and snacks were provided at no-profit-no-loss basis. This facility was available to both types of labour. In the same unit a mobile canteen carrying tea and snacks for workers working in the fields was also provided. Contract labour working in the fields could also make use of this mobile canteen on usual payment. In the other units, cooked food, snacks, tea, etc., were provided and in one of them at subsidised rates but the facilities were available only to direct labour. Amongst the contractors only one had provided a temporary canteen at the site of work in progress where tea, etc., were available.

Rest rooms were provided in two units for direct labour only. Two contractors had also provided temporary thatched rest shelters at the work-site for their workers.

Grain shops were provided by one unit for direct labour and one contractor for his own labour. Grains, etc., at no-profit-no-loss basis were available at these shops.

#### ACCIDENTS

Workers employed in refineries and oilfield were eligible for compensation in case of accidents in accordance with the Workmen's Compensation Act, 1923. As far as direct labour was concerned managements themselves were responsible for accidents and payment of compensation therefor. Compensation to workers employed through contractors was paid by the contractors themselves in all



the units. Only two units exercised checks to ensure that due compensation, as laid down in the Workmen's Compensation Act, was paid by the contractors to their workers. Workers of ten contractors were insured with the Insurance Companies against accidents and premia were paid by the contractors. The obvious advantage of this system to contractors was that by paying only the premia they could recover the whole amount of compensation to be paid to workers from the Insurance Companies. Workers of the remaining ten contractors were not insured with any Insurance Company and in their cases compensation had to be paid by the contractors themselves in accordance with the provisions of the Workmen's Compensation Act. During the year 1957 there were 10 non-fatal accidents amongst contract labour and compensation amounting to Rs. 1,477.00 was granted in three cases only. The amount of compensation payable in the remaining seven cases was not decided by the time of the survey.

#### MATERNITY BENEFITS

None of the contractors paid maternity benefit to their women workers as the nature of their employment was casual.

#### PROVISION FOR FUTURE

Neither the management of any unit nor any contractor had provided any scheme of provident fund, pension or gratuity for contract labour. In all the four units, provident fund facilities existed for direct labour. Rates of contribution varied from 5 to 10 per cent of their basic wages per month with an equal contribution by the employers. In addition, pension and gratuity were paid to direct labour in two units while only gratuity was paid in the remaining two units. Rate of gratuity varied but the maximum limit was 10 to 15 months' basic wages.

#### INDUSTRIAL RELATIONS

*Machinery for enquiring into the grievances of workers*—In all the four units definite grievance procedure was laid down as far as the direct labour is concerned. As regards contract labour, it existed only in two units. In one of them, grievances were enquired into by the Labour and Welfare Officer of the unit and this facility was available to contract labour also. In the other unit grievances were first heard by the Departmental Head and thereafter by the top management, associating the labour union when necessary. Such machinery was also available to contract labour. As regards the remaining twenty contractors only ten had some grievance procedure. One of them stated that conciliation was done by the Labour Department of the State Government and most of the grievances were redressed and workers satisfied. Six contractors settled their grievances personally with the labourers. Two settled it in co-operation with the Union leaders and one had appointed a part time Labour Officer for enquiring into the grievances of workers, if any.

*Trade Unions*—There were six trade unions in all the units. Three units had one union each while the fourth had three unions. All these unions were registered but two of them were not recognised by the management. There was only one union of contractors' labour and its membership was exclusively confined to contract labour. This union was registered and also recognised by the management of the

unit concerned. Most of the contractors stated that there were no trade unions of their workers. Only four of them stated that their workers were members of a trade union.

**Abolition of Contract System**—Only in one unit an experiment was made to replace the contract labour by direct labour but results were reported to be unsatisfactory as direct labour applied for transfer to other departments in the refinery on the plea that such work was meant only for contract labour. The other reason for its failure was stated to be that the working hours in jobs for which direct labour had been employed in place of contract labour were irregular and were therefore considered to be more suited to workers employed on a casual basis. In another unit a demand was made for the abolition of contract labour by the union in respect of a particular contractor having contract for cleaning office, plant premises and housing colonies. The matter was referred to an Industrial Tribunal which observed that the work was not of a casual nature and it directed the company to discontinue this work through contract labour and to get the same done by direct labour.\*

### WIDENING HORIZON OF SOCIAL JUSTICE · I.L.O.'S 40TH ANNIVERSARY†

At the turn of the Twentieth Century, the sirens at the newly-started mills in Bombay called men for work at dawn and by the time they were back in their humble shacks, it was time to retire. In a factory, if a worker lost his limb or life, he was to blame. If a woman labourer had child-birth before her, the easiest thing for the employer was to get rid of her and hire another. Rest and recreation were luxuries. Workers had to keep fit if they expected to keep their jobs. Economic distress pushed villagers to industrial towns, but the physical and psychological strain hurled them back to their villages. On board a ship or underground in a mine, in fields or factories, conditions, were appalling. Those who suffered could not think of changing the prevailing state of affairs. Their combinations, dubbed as conspiracies, were punishable with wholesale dismissals.

"In normal days before the war", the Rt. Hon. G. N. Barnes said in Paris in 1919, "labour conditions were largely the result of blind chance. Age and want, that ill-matched pair, too often haunted the mind of the worker during his working life, and we must remember that the worker today still lives very largely in pre-war memories; he dreads return and is determined not to return to those pre-war conditions". Mr. Barnes was presenting the report for the establishment of I.L.O. at the plenary sitting of the Preliminary Peace Conference in Paris. M. Clemenceau of France was presiding over the meeting, and among those present were the President of the United States and the Rt. Hon. David Lloyd George, lending significance to this memorable meet. The Report of the Commission on International Labour Legislation was considered by the Preliminary Peace Conference at its plenary sittings on April 11 and 28, 1919 and the International Labour Organisation was thus born.

\*The Industrial Court Reporter, January, 1979, pp. 43-48

†Source—Press Information Bureau

Forty years have passed since then—forty years of great significance for the world. No one could have predicted then with certainty the present age of atomic power stations, jet liners, moon satellites and automation. But while man stands amazed under the rising canopy of scientific advances, there is consensus of opinion among thinkers the world over that man's moral stature has been shrinking in comparison. And one would shudder to think where the world would have been today if the representatives of High Contracting Parties had not adopted Part XIII of the Treaty of Peace "moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world".

**Social Justice**—What were those pre-war conditions to which the worker was afraid to return? An idea of these has been given but let us not linger over that theme. Let us, on the other hand, find out: what did the worker want? Perhaps a catalogue could be made of what the worker wished for, or what could be given to him, or what he deserved, or what he could legitimately ask for, or what his employer could give him, or what the state would want to give him, and so on. An endless debate would ensue. To put the matter in a nutshell, those who laboured in Paris in those fateful summer months of 1919 gave to the world the *mantra* of social justice. The term was there for ages but only in the sphere of airy nothing. For the first time in history it got a habitation and a name. Geneva and the I.L.O.

For the numerous demands and aspirations of workers, for the humanitarian and fair-deal sentiments of employers, for the States anxious to ensure the maximum good of all sections of society, and for harmony among haves and have-nots throughout the world on which depended universal peace, this term compressed an ocean in a jar. All that was needed was to spell it out and set about achieving the goals it pointed to—not by violence and hatred but by common consent. And this task was assigned to the I.L.O.—to its annual conferences, governing body and the secretariat.

**Dynamic Concept**—The task of defining the term social justice is almost impossible. It is not a static but a dynamic concept. Fairness for all in society may be something today, but with changes in the national income or living standards, it may be quite another thing tomorrow. For an utopia one can stretch the horizon of one's imagination as much as possible, but that exercise is futile if we want to achieve anything in this matter-of-fact world.

The horizon of social justice before the framers of the I.L.O.'s constitution was, therefore, limited in 1919. The main programme before the Organisation at that time was, right of association, adequate wages; eight-hour day, weekly rest; minimum wage of employment; equal remuneration for men and women, equality of treatment for migrants, and factory inspection.

Today, after forty years, this programme appears tame, but how formidable it must have appeared in 1919! Although the experience of four decades has shown that the constitution that the founders of the I.L.O. gave to the Organisation was an inspired document, as its soundness and resilience, tested by time, has shown, there were

numerous difficulties, like differences in race, religion, language, political systems, stages of economic development, etc., even in the way of moving towards the limited horizon that social justice conjured up then. It is well to remember these, for then alone can the achievements of the I.L.O. be appreciated today.

There were advantages too and outstanding among them were that the time was ripe, public opinion was favourable and the conscience of the world had been roused. "If the capital of a great institution", M. Albert Thomas wrote in 1921, "consists of sympathy, hope and faith, it cannot be said that the International Labour Organisation began its task with an insufficient capital. It was born at a moment when a great stirring of hope quivered in the hearts of all those who cherished a desire for social justice".

**Modest Goals**—The task of the Organisation, according to M. Thomas, was "to establish everywhere humane conditions of labour, to institute and apply a system of International Labour Legislation, subject to reservations imposed by the sovereignty of each State and the conditions prevailing therein". This was the horizon in the first years of the I.L.O., and nobody can deny that the Organisation was able to achieve within a decade of its existence the first modest goals it had put before itself.

Progress, however, does not move in a straight line. The Great Depression brought a new challenge and new opportunities to the Organisation. It brought about a shift in the framework in which the I.L.O. had to function. Unemployment, inflation and worldwide suffering had brought the social objective to the edge of a precipice. It became clear that the social objective was inextricably bound up with the economic reality, and unless a bridge of prosperity was built, it could not leap across to resume its onward march.

In the 'twenties', the Organisation had been preoccupied with "poor" standards of life and work and how to improve them. But when jobs themselves started disappearing, while shrinking incomes and increasing population brought new entrants to the employment market every year, the I.L.O. became more and more convinced that economic prosperity was essential for social progress. And so, while the Organisation continued its regular work, consolidating the existing gains and directing attention to new categories of workers, it was more and more concerned with economic questions and prosperity.

**Wider Horizon**—After the first Great War, private enterprise and free competition had been slowly yielding place throughout the world to planning of economic life, and this process had been accelerated by the Great Depression. More important still, social progress was not considered any more as an incidental by-product of economic activity, but as its primary objective. In this background, a new horizon rose before the I.L.O.—a new and wider horizon. The main aspect of this was co-ordination in the international field of economic action. "Fair dealing between employers and workers does not make up the totality of social justice", observed Mr. Butler in his report to the Conference in 1938, and drew attention to the disparities in the earnings of industrial and agricultural workers and inequalities in general.

The thesis, which made up the horizon before the I.L.O. in 1919, was stated in the Preamble to its constitution: "And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required". But in 1938, the Director of the I.L.O. wrote in his report "Its (the I.L.O.'s) duty is to hold up the social mirror to every type of economic action and experiment; to discern the types of State intervention which are socially valuable from those which are socially pernicious. In short, it has to ensure so far as it may that international co-ordination shall be planned and executed in the interests of social progress and in the light of the changed circumstances of the present age". The Director further stated: "A new period of intense and varied activity is opening out before the Organisation. Its purview is no longer confined to the technical problems of industrial regulation, which it inherited from the International Association for Labour Legislation. Its horizon embraces all those wide questions which are inherent in the vast problems of stabilising employment and lifting the standard of life to more civilised levels everywhere".

From the divergent theses of the 'twenties and the thirties' was emerging a new synthesis, hints of which had become frequent as the Depression deepened and moved around the world. But it is the turmoil of a global war that precipitated the issues, and inspired a forthright statement—"poverty anywhere constitutes a danger to prosperity everywhere". This new creed presented to the International Labour Organisation by the Declaration of Philadelphia in 1944 was indeed the widest possible horizon for social justice and it has been the I.L.O.'s endeavour after the war to move steadily towards it.

*I.L.O.'s Activities*—The new activities of the I.L.O.—e.g., industrial committees (since 1945), various expert committees to tackle special problems, regional conferences and meetings in Asia, Middle East and Latin America, and added attention to under-developed countries in general were symbolic of the new vision before the Organisation. A new factor synchronising eminently with the fresh tasks was the I.L.O.'s participation in the Expanded Programme of Technical Assistance of the U. N. and its Specialised Agencies, which came into operation in July 1950. The traditional work of the I.L.O. continued, though, instead of confining to merely 'protective' standards, the International Labour Conference has been slowly moving towards standards that 'enlarge' workers' interests, and has been taking under its wings categories of workers left untouched. In his report to the Conference in 1958, the Director-General reviewed I.L.O.'s recent activities and pinpointed the following key areas of I.L.O. programme on which it is concentrating at present: manpower, productivity and related activities aimed at helping in the raising of living standards in urban and rural areas; labour and social security measures needed to adjust to the new conditions of industrialisation and to maintain social stability in a period of rapid economic transition; protection and promotion of human rights in the economic and social fields within the I.L.O.'s purview; and technical and educational activities needed

to facilitate social adjustment to technological change, including automation and the industrial application of atomic energy. Other major programmes before the I.L.O. are those relating to the strengthening of labour-management relations and the promotion of workers' education, with particular reference to the needs of the industrialising countries

*Greater Future*—An even greater future lies before the I.L.O. as its past would warrant. For, an endless horizon now opens and all that it has to do is to hold fast to its moorings and go ahead with the faith that those who knew this Organisation have always had in it. What Dr David Morse, the present Director-General of the I.L.O. said in concluding his reply to the debate on his report to the Conference in 1958 exemplifies this faith in the future. He observed: "This Organisation is necessary to the world—technically necessary and morally necessary. It is necessary that it grows". It will grow and increase in strength and influence to the extent that its members prove themselves capable of some common understanding of the sanctity of the human person and of whole-hearted devotion to the improvement of the material and moral condition of men. We have in the I.L.O. the world's greatest opportunity of engaging the people of all countries in this direction. If we pursue our work with a resolute sense of purpose, acquitting our responsibilities with dignity and courage then the I.L.O. may, I believe, assume new leadership in the universal quest for peace and for freedom."

Today the International Labour Convention which has received the highest number of ratifications—54—is that relating to prohibition of forced labour. There are 111 Conventions and 111 Recommendations which have been adopted by the International Labour Conference. They cover a variety of subjects and ever-expanding mass of workers. There still remain many areas of work. Nevertheless, what is important today is that the necessary momentum has been given and the work will proceed even at the national level.

*Tremendous Change*—During the last forty years, the meaning of social justice has undergone tremendous change. This in itself is an achievement for the I.L.O. But neither humanity nor this world Organisation can sit back and muse over its laurels for the manifested and all embracing task, with an endless horizon before it, will have to go on till the term "social justice" itself becomes redundant.

## REPORTS AND ENQUIRIES

### LEGISLATIONS RELATING TO SHOPS AND COMMERCIAL EMPLOYEES—A REVIEW OF THEIR WORKING DURING 1957.

This review is based on the annual reports furnished by the State Governments on the working of the Shops and Commercial Establishments Act, Weekly Holidays Act, etc., in the respective States for the year 1957. Such reports have not been received from Jammu and Kashmir and Himachal Pradesh and Manipur. The information relating to these areas is not, therefore, included in this review. Further, reports furnished by certain State Governments do not cover the

whole State, e.g., the report from Mysore does not include information relating to the Coorg area, even though legislation relating to Shops and Commercial Establishments is in force there. The report from Uttar Pradesh does not include any information relating to the number of Shops and Commercial Establishments etc. and employment therein, as there is no arrangement for collection of such information under the State legislation. These shortcomings are mentioned here for a proper appreciation of the information included in this review.

## 2. Scope and Coverage of the Acts—

(a) *State Acts*—The working conditions of the employees in shops and commercial establishments in India are regulated largely by Acts passed by the State Governments. During the year 1957 all the States and three Union Territories, viz. Delhi, Himachal Pradesh and Tripura had either their own Acts or had adopted or applied the Acts passed by other States. These Acts, which apply to only specified areas in each State regulate, *inter alia*, the daily and weekly hours of work, rest intervals, opening and closing hours of establishments, payment of wages, overtime pay, holiday with pay, annual leave, employment of children and young persons, etc.

(b) *Central Act*—Besides the State Acts, there is also a Central Act known as the Weekly Holidays Act, 1942 which provides only for the grant of weekly holidays to persons employed in shops, commercial establishments, etc. This Act is permissive in character and is operative in only such States as notify its application to their areas. During the year under review the Central Act had been applied in Bihar, Bombay, Mysore, Orissa, Rajasthan, Telengana Region of Andhra Pradesh, the town of Bhopal in Madhya Pradesh, certain areas of West Bengal and Manipur.

The following table shows the number of towns, cities, etc. in which the State Acts and the Central Act were in force according to information available in the Bureau.

TABLE NO 1

		Cities, Towns, etc. in which the Act was in force
(a) <i>Under the State Acts</i>		
STATES		
Andhra	. . . . .	31 Municipalities, 186 Panchayats and 4 specially notified areas under Madras Shops and Establishments Act 1947 and 21 areas in Telengana Region under the Hyderabad Shops and Establishments Act, 1951
Assam	. . . . .	All the Districts and Sub-Divisional Headquarters towns notified
Bihar	. . . . .	41 Municipalities, 15 Notified areas.

TABLE NO. I—contd.

	Cities, Towns, etc. in which the Act was in force
(a) Under the State Acts—contd.	
STATES—contd.	
Bombay . . . . .	88 Municipalities under Bombay Shops and Establishments Act, 1918, 24 Municipalities under Saurashtra Shops and Establishments Act, 1955, 14 Municipalities under the C P and Berar Shops and Establishments Act, 1947 and 15 areas under the Hyderabad Shops and Establishments Act, 1951.
Kerala . . . . .	The United States of Travancore Cochin Shops and Establishments Act was in force in 27 Municipal Towns, 40 Panchayats and the Travandrum Corporation. Madras Shops and Establishments Act was in force in certain Municipal Towns, Major Panchayats and two notified areas.
Madhya Pradesh . . . . .	13 towns under Madhya Bharat Shops and Establishments Act, 1952 and 14 towns under C P and Berar Shops and Establishments Act, 1947.
Madras . . . . .	Madras City, Municipal Areas, Class I Panchayats and some specially notified areas under the Madras Shops and Establishments Act. The United States of Travancore and Cochin Shops and Establishments Act was in force in the Kanyakumari district and the Shencottah Taluk of Tirunelveli district till 17th December, 1957. The Madras Shops and Establishment Act, 1947 was extended to these areas with effect from 18th December 1957.
Mysore . . . . .	2 Municipalities and 5 Major Panchayats (class I) as notified areas in the District of South Kanara under the Madras Shops and Establishments Act, 1947, 6 areas under the Hyderabad Shops and Establishments Act, 1951, 16 areas under the Mysore Shops and Establishments Act, 1948 and 14 places under the Bombay Shops and Establishments Act, 1948.
Orissa . . . . .	8 towns under the Orissa Shops and Commercial Establishments Act, 1956.
Punjab . . . . .	145 towns under Punjab Trade Employees' Act, 1940.
Rajasthan . . . . .	Municipal areas of Ajmer (including Paltan Bazar), Keri, Deoh, Naurabad, Beawar and Bija Nagar under Ajmer Shops and Commercial Establishments Act, 1956.
Uttar Pradesh@ . . . . .	73 towns under Uttar Pradesh Shops and Commercial Establishments Act, 1947.
West Bengal . . . . .	64 Municipal towns and other Trade centres.
UNION TERRITORIES	
Delhi . . . . .	3 Municipalities, 3 Notified Areas and Delhi Cantonment Limits under the Delhi Shops and Establishments Act, 1954.
Tripura . . . . .	Tripura under the Bengal Shops and Establishments Act, 1910.



TABLE NO. I—concl'd.

(b) Under the Weekly Holidays Act STATES/UNION TERRITORIES	Cities, Towns, etc. in which the Act was in force
Andhra . . . . .	30 areas in Telungana Region
Bihar . . . . .	53 Towns
Bombay . . . . .	45 areas in the Mirathwadi Region.
Madhya Pradesh . . . . .	Bhopal City.
Mysore . . . . .	22 areas in the Districts of Gulbarga, Bijar and Raichur.
Orissa . . . . .	8 towns
Rajasthan . . . . .	56 cities and towns
West Bengal . . . . .	Certain notified areas
Manipur . . . . .	Certain notified areas

@In 21 of these towns, only a few provisions of the Act were in force

### 3 Extensions, Amendments, etc., of the Acts.

During the year under review in Punjab, a new Punjab Shops and Commercial Establishments Bill to repeal the existing Punjab Trade Employees Act was discussed in both the Houses of the State Legislature. In Rajasthan, the Ajmer Shops and Commercial Establishments Act 1956 was brought into force with effect from 1st January 1957. During the period under review the Act was applicable to the erstwhile State of Ajmer only. An Act on the same lines had been passed by the State Legislative Assembly and was to be promulgated throughout Rajasthan after it had received the assent of the President of India. In Kerala, with a view to having uniform legislation throughout the State and to afford better benefits, the State Government proposed to introduce a new Bill to replace the existing legislation. In Delhi, amendments were made in Rules 14 and 15-A of the Delhi Shops and Establishments Act, 1954 to facilitate the employers in maintaining the records and to obtain duplicate copies of the Registration certificates.

Certain State Governments extended the provisions of their Acts to new areas during the year under review having regard to the needs of the employees in such areas, administrative convenience, etc. Such extensions in various States were as follows.—

Andhra—The provisions of Madras Shops and Establishments Act, 1947 were extended to Visakhapatnam port area. Bihar—Bihar Shops and Establishments Act was extended to 8 Towns which were previously covered by the Weekly Holidays Act, 1942. Bombay—Bombay Shops and Establishments Act, 1948 was extended to 3 areas; Kerala—United States of Travancore-Cochin Shops and Establishments Act was extended to 40 Panchayats and the Madras Shops and Establishments Act to two important Panchayats, Madhya Pradesh—Madhya Bharat Shops and Establishments Act was extended to the town of Ashoknagar, Madras—The Madras Shops and Establishments Act was extended to Kanyakumari District and the Shencottah Taluk of Tirunelveli District which were previously covered by the United States of Travancore and Cochin Shops and Establishments Act with effect from 18th December 1957. Punjab—The provisions of the Punjab Trade Employees Act, 1940 were extended to the erstwhile State of Pepsu with effect from 3rd April 1957 which was

formerly covered by the Patiala Trade Employees Act and to 4 new towns, Uttar Pradesh—All the provisions of Uttar Pradesh Shops and Commercial Establishments Act were enforced in 17 Municipal Areas and a few provisions of the Act were enforced in 26 Municipal Areas; West Bengal—The Bengal Shops and Establishments Act, 1940 was enforced in 2 Municipal Areas

#### 4 Number of Establishments and Workers Covered—

Data regarding the number of shops, commercial establishments, etc., covered by the Acts and the workers employed therein have been furnished by some States and are presented in Table No. II In most of the States, no statutory annual returns from the covered establishments are called for and the employment data are based on figures furnished by the employers at the time of registration of the units and in other cases they are based on information collected specially by Inspectors In view of the absence of arrangements for collection of employment data on a uniform and continuing basis, they cannot be taken to be accurate It would be seen from the Table II that the largest number of establishments covered was in Bombay (3,93,936), followed by Madras (1,75,225), West Bengal (1,66,505), Punjab (1,25,588), and Andhra (1,04,489) In other States, the numbers of establishments covered was much lower Number of workers covered was highest in Bombay, i.e., 6,03,610 West Bengal and Madras came next with 3,44,040 and 2,19,019 workers respectively In other States the number of workers covered was comparatively low It may be noticed that in some States like Andhra, Madhya Pradesh, Punjab, etc., the number of workers covered was actually less than the number of establishments This is due to the fact that there are establishments which do not employ any worker as such, but are nevertheless, covered by the Acts The average number of persons employed in an establishment was the highest in Orissa (294) and lowest in Punjab (0.38)

5 Enforcement—Table No. III shows the number of inspections made, prosecutions launched, cases disposed of and the amount of fines realised during the year under review in the States for which the information is available Of the 11,86,449 shops, establishments etc., registered in the States of Andhra, Assam, Bihar, Bombay, Kerala, Madhya Pradesh, Madras, Mysore, Orissa, Punjab, Rajasthan, West Bengal, Delhi and Tripura as many as 17,71,560 inspections were made. Maximum number of inspections (6,58,299) were made in the State of Madras The number of prosecutions launched was the highest in Bombay (13,221) The amount of fines realised was the highest in Punjab (i.e. Rs 78,621) among all the States As in the previous years, the administering authorities continued to follow the policy of persuasion for obtaining compliance with the provisions of the Acts and launched prosecutions only as a last resort Most of the irregularities detected during the year under review related to non-closure of establishments on weekly holidays, non-payment of wages, opening of shops beyond prescribed hours, wrongful dismissals, rest intervals, overtime, leave, etc Some of the difficulties experienced by the administering authorities in the proper implementation of the Acts were, long delays in the disposal of cases, imposition of low fines by the courts, reluctance of the employees to give evidence against their employers, etc

TABLE II  
No. of Shops, Commercial Establishments, Hotels, Restaurants, Cinemas and Other Places of Public Amusements, etc., covered by Legislation and Employment therein during 1957, by States.

State	Shops*		Commercial Establishments		Cinemas, Restaurants etc.		Total
	Number	No of Persons Employed	Number	No of Persons Employed	Number	No of Persons Employed	
Andhra Pradesh . . .	93,710	16,479	3,085	8,469	7,894	19,437	1,04,489
Assam . . .	5,314	4,407	350	1,640	239	937	5,943
Bihar . . .	27,902	24,144	2,366	5,973	1,482	3,320	31,240
Bombay . . .	3,17,843	2,60,191	49,626	1,97,748	22,863	1,20,708	3,93,936 <sup>a</sup>
Kerala . . .	23,132	23,476	1,873	9,875	4,085	11,106	29,090
Madhya Pradesh . . .	49,104	23,819	3,135	7,101	3,771	10,233	56,010
Madras . . .	1,51,774	1,42,358	6,313	20,339	16,978	47,322	1,75,225
Minor <sup>†</sup> . . .	31,748	24,056	6,180	13,280	3,197	15,362	41,125
Orissa . . .	5,037	13,432	449	2,025	711	2,745	6,197
Punjab . . .	95,717	18,195	26,491	24,394	3,380	5,072	1,25,558
Rajasthan . . .	9,571	6,105	559	1,170	516	632	10,346
West Bengal . . .	1,50,500	1,25,540	10,960	2,00,000	6,895	18,500	1,56,505
Delhi . . .	91,732	35,238	6,248	31,041	1,553	7,278	99,533
Tripura . . .	979	1,236	17	240	236	450	1,222
							74,385
							0,982
							33,437
							6,03,610 <sup>†</sup>
							44,477
							41,153
							2,19,019
							52,608
							18,202
							47,661
							6,967
							3,44,040
							73,657
							1,926

\* The break-up of 3,634 establishments is not available according to categories of Commercial Establishments, Hotels, Theatres and Restaurants.

† The break-up of 24,963 persons is not available according to categories of Shops, Commercial Establishments, Theatres, Restaurants, Hotels etc.

Information in respect of Coorg not received.

N.B.—Information in respect of Jammu and Kashmir, Uttar Pradesh, Himachal Pradesh and Manipur not received.

Source—Annual returns under the Shops and Commercial Establishments Acts, Weekly Holidays' Act, etc. received from the State Governments.

TABLE III

*Number of Inspections Made, Prosecutions Launched, Cases Disposed of by the Courts and Amount of Fines Realised during 1957, by States*

State	No. of Inspections Made	Prosecutions Launched	Cases Disposed of by Courts	Amount realised as Fines
Andhra Pradesh	3,39,001	1,616	1,478	9,783
Assam	3,550	36	16	251
Bihar	2,373	34	52	373
Bombay	2,97,703	13,221	11,128	1,441
Kerala	41,500	31	60	012
Madhya Pradesh	63,540	4,694	2,934	11,475
Nadras	0,58,200	414	400	0,172
Mysore*	67,561	680	524	3,372
Orissa	95	675	42	83
Rajasthan	13,677	1,200	1,079	604
Punjab	1,94,014	9,110	6,708	78,621
Uttar Pradesh	60,797	935	915	17,340
West Bengal	64,552	3,442	3,893	49,570
Delhi	34,754	2,591	2,614	75,630
Tripura	543	18	10	112

\* Information in respect of Coorg not received.

N.B.—Information in respect of Jammu & Kashmir, Himachal Pradesh and Manipur not received.

Source—Annual returns under the Shops and Commercial Establishments Act, Weekly Holidays Act, etc. received from the State Governments.

## EMPLOYMENT MARKET INFORMATION

*(Progress for the quarter ended 30th September 1958)*

[The Bureau has arranged to publish quarterly reports on the progress of implementation of the Employment Market Information Scheme which is being undertaken by the National Employment Service as part of its programme under the Second Five Year Plan. This is the first report in the subject—Editor]

Collection of employment market information is one of the schemes undertaken by the Ministry of Labour and Employment as part of its programme under the Second Five Year Plan. Besides, the Government of India recently ratified the I.L.O. Convention No. 88 concerning the Organization of Employment Service according to which the collection of employment market information forms an integral part of the Employment Service. The scheme is carried out under the technical supervision of the Directorate General of Resettlement and Employment while the practical operations connected with the collection of employment market information are carried out by the network of Employment Exchanges in the country.

The programme envisages the collection of employment market information from employers, on an establishment reporting system, at regular intervals. The information collected from them relates to changes in the level of employment, current and anticipated manpower requirements, shortage occupations and the occupational distribution of employees. Based on the data collected, an analysis is made of the local employment market situation.

Information is at present collected at quarterly intervals from all establishments in the public sector (i.e., Central and State Government establishments, Quasi-Government institutions and local bodies) throughout the country. In the private sector, the collection of data is limited to selected employment market areas. During 1958-59, 19 employment market areas in different States have been covered. They are: Hyderabad, Gauhati, Patna, Dhanbad, Singhbhum, Nagpur, Delhi, Ernakulam, Indore, Coimbatore, Bangalore, Cuttack, Ambala, Jaipur, Kanpur, Allahabad, Lucknow, Meerut and Asansol. It is proposed that, during 1959-60, the collection of employment market information should be extended to additional 72 areas and a further addition of 61 areas made during 1960-61, making a total of 152 areas to be covered by the end of the Second Plan period. Employment market reports are being issued at quarterly intervals showing the employment situation with reference to the area concerned.

The employment market situation for the quarter ended 30th September 1958 is given below with regard to certain areas:—

*Hyderabad*

The level of employment in the private sector remained more or less constant while there was an increase in employment in the public sector. Six hundred and twenty-two private employers reported that they had in their employ 21,435 persons at the end of September 1958 as compared to 21,230 at the end of the previous quarter. The more important industries providing the bulk of the employment are cotton textiles, manufacture of iron and steel furniture and manufacture of machine-tools. Employment in cotton textiles and manufacture

of iron and steel furniture recorded a slight decrease, while there was an increase in the manufacture of machine tools. Among other industries which showed an increase were manufacture of glass and glass products, wooden furniture, printing and publishing and tanning and finishing of hides. In the public sector, 162 establishments reported increase of employment from 68,081 at the end of June, 1958 to 69,408 at the end of September, 1958 or an increase of 2 per cent. Employment in Central Government, State Government and Quasi-Government establishments recorded an increase while the employment situation remained unaltered in the local bodies.

The number of employment seekers at the Regional Employment Exchange, Hyderabad increased from 19,400 to 20,951 during June—September 1958. While the number of clerical workers and craftsmen showed little change, there was an increase in the number of skilled workers as also professional and technical workers registered during the quarter. Nearly 55 per cent of those registered were new entrants to the labour market.

Private employers reported vacancies for lecturers trained in science subjects, turners, fitters, moulders, machine operators and general mechanics. They also experienced shortages in respect of turners, fitters, compositors, stenographers, typists and laboratory assistants.

### Coimbatore

The level of employment in the private sector showed a downward trend while there was an uninterrupted growth in the public sector. One thousand three hundred and fifty-five private employers reported that the number of persons employed by them declined from 1,24,645 to 1,24,484 during the quarter. There was a decline in the manufacturing industries and plantations, the latter due to seasonal factors. Cotton textiles showed a substantial fall in employment. On the other hand, there was a rise of employment in carpet-weaving, rice mills, banking, wholesale trade, educational and personal services. Manufacture of electric motors and pump sets continued its rising trend of employment. In the public sector, 195 establishments reported an increase of employment from 36,352 at the end of June, 1958 to 37,215 at the end of September 1958. Increases occurred in Central Government, State Government and Quasi-Government establishments while the number employed in local bodies remained static. The railways and post offices reported an increase during the period.

At the Coimbatore Employment Exchange, the total number of unemployed persons rose from 6,286 to 6,710 during the quarter. The number of educated unemployed however, showed a slight decline.

Some of the private employers experienced shortages of personnel in the following occupations: Draughtsmen, Refrigeration mechanics, sheet metal workers, turners, millers, structural fitters and stenographers.

### Delhi

Employment in the private sector remained almost stationary while the upward trend of employment in the public sector continued during the quarter. Returns received from 2,068 private employers

revealed that they had employed 90,548 persons at the end of September, 1958 compared to 90,423 at the end of the previous quarter. Some increases occurred in the manufacturing industries, viz, manufacture of electronic equipment, china-ware and crockery, wooden furniture and fixtures and also in the educational and personal services. But this was nearly off-set by decline in cotton textiles, beverages and the construction industry. Lay-off of temporary hands in textiles and seasonal factors in the beverages industry were responsible for the decrease in employment. In the Public Sector, 569 establishments reported an increase of employment from 1,91,946 to 1,94,153 during June—September, 1958. There was an increase in the number of persons employed in the Central Government, State Government Administration, Quasi Government and Local Bodies. This rise in employment was attributed to the opening of new schools by the New Delhi Municipal Committee, recruitment of sanitary staff by Delhi Corporation, expansion in railways, telephones, National Physical Laboratories, Indian Agricultural Research Institute, State Bank of India and Delhi University.

Despite the rise in the level of employment, there was an increase in the number of persons registered with the Delhi Employment Exchange. The cumulative number of unemployed applicants rose from 55,000 to 61,000 during the quarter. Nearly 80 per cent of the applicants registered at Delhi Employment Exchange during the quarter were new entrants to the labour market. The large number of new entrants was attributed to the rush of educated persons seeking work at the Exchange following the announcement of the examination results.

Vacancies reported by private employers included those for teachers, turners, moulders, masons stenographers and accounts clerks. Shortages were also reported by employers in regard to trained teachers, physical training instructors, die-sinkers and diesel mechanics.

#### Indore

Employment both in the private and the public sectors showed an upward trend during the quarter. Two hundred and forty-four private employers reported an increase in employment from 27,758 to 28,848 during the quarter. This indicated a reversal of the decline in employment that was observed during the previous quarter. Employment increased in cotton textiles and the manufacture of iron and steel products which indicated a recovery from the decline in the previous quarter. Educational and personal services also recorded an expansion. In the public sector 113 establishments reported an increase of employment from 21,629 to 22,119 between June and September, 1958. Increases occurred in all the branches of the public sector and were notable in administrative departments as well as in educational and scientific services.

At the Indore Employment Exchange there was an increase in the number of applicants seeking employment assistance, which was attributed to the influx of the new entrants to the labour market who formed 77 per cent of the total registered during the quarter. The number of persons on the Live Register rose from 2,394 in June, 1958 to 3,024 at the end of September, 1958. There was an increase of professional as well as clerical applicants seeking work while on the other hand there was a decline in the number of unskilled persons.

Local employers reported that they had experienced shortages of personnel in regard to draughtsmen, overseers, medical officers, Veterinary Surgeons, accountants, stenographers, general fitters, masons, tractor operators and book binders.

### *Kanpur*

Employment in the private sector increased while there was a slight decline in the public sector. After a decline for two consecutive quarters the employment in the private sector showed a moderate rise. This was revealed by returns received from 1,239 private employers who reported an increase of employment from 80,210 to 82,025 during the quarter under review. Cotton and jute textiles, tanning, paper and printing accounted for a major increase in employment. There was also some increase in woollen textiles, metal products and machinery. On the other hand employment in the manufacture of food products, beverages, chemicals and wooden furniture declined during the quarter. In the public sector, 161 establishments reported a decrease in employment from 56,824 to 56,773 at the end of September 1958. After rising continually for two quarters, employment declined in the public sector though to a negligible extent. There was a decline of employment in Central Government, State Government and Quasi-Government establishments, while local bodies recorded an increase. The shifting of a State Government establishment from Kanpur and retrenchment of seasonal staff were mainly responsible for the decline.

Despite the favourable employment situation in the private sector, the number of applicants on the Live Register increased from 15,785 to 21,103 during June–September, 1958. The incidence of unemployment was particularly high among unskilled workers and educated applicants seeking clerical jobs.

Private employers reported having unfilled vacancies for draughtsmen, machinememen, weavers, tailors, moulders, fitters, wiremen and turners. They also experienced shortages for doctors, compounders and trained nurses, printing machinememen, press-men and assemblers for plastic work.

### *Nagpur*

Employment in the private sector remained more or less static while there was a slight decline in the level of employment in the public sector. Five hundred and fifty-eight private employers reported having employed 41,343 at the end of September, 1958 compared to 41,420 at the end of the previous quarter. There was a decline of employment in cotton textiles, manufacturing of chinaware and crockery, wood products and rice mills. On the other hand, employment increased in tobacco, printing and publishing and manufacture of sundry hardware. In the public sector, 209 establishments reported a decline of employment from 55,242 at the end of June 1958 to 54,699 at the end of September 1958. There was a decline in the number of persons employed in Central and State Government departments while on the other hand, there was an increase reported by Quasi-Government and local bodies.

Simultaneous with a fall in employment, there was an increase in the number of persons registered with the Employment Exchange.



Nagpur during the quarter. The total number of applicants remaining on the registers of the Exchange rose from 5,247 to 6,886 during this period. Most of the unemployed persons were seeking either clerical or unskilled work, while the incidence of unemployment is not so great in the case of craftsmen and technical personnel.

Private employers reported vacancies for medical graduates, trained teachers, experienced electricians, slating machine operators, printing machinememen, oilmen, and carpenters. They also experienced shortages of manpower for stenographers, electricians, linotype operators, turners, black-smiths and machinememen.

### *Ernakulam*

Employment in the private sector showed an increase of 14 per cent. during April—September 1958, while there was an increase of 18 per cent. in the number employed in the public sector. Four hundred and eight private employers reported an increase of employment from 20,926 persons at the end of April, 1958 to 21,216 at the end of September, 1958. In manufacturing, there was a decline in the number of persons employed in coir-making owing to restrictions on foreign exchange and also in the manufacture and repair of transport equipment owing partly to the opening of a fresh rail link from Ernakulam to Quilon. This was, however, off-set by an increase in cotton textiles as a result of encouragement given to the hand-loom industry. There was also expansion in educational services and personal services consequent on the growing needs of Ernakulam as the headquarters of a newly constituted district. In the public sector, 158 establishments reported an employment of 20,968 persons at the end of September, 1958 as against 20,589 at the end of June, 1958. The expansion of the Cochin Port and the strengthening of coastal defence contributed to an increase in transport and communications in the Central Government establishments.

While the employment situation showed a slight improvement, there was an abnormal rush of employment seekers to Ernakulam Employment Exchange for registration on account of reports of a proposal to locate a ship-building yard at Cochin. There were also indications that unemployment among those seeking clerical jobs was increasing.

Based on the reports from employers, it appeared that there were good prospects for engineers, architects, librarians, machinists, plumbers, tool makers and electricians in this employment market area. There were also bright prospects for good stenographers and typists.

## REPORT ON THE WORKING OF THE PAYMENT OF WAGES ACT, 1936 ON RAILWAYS DURING THE YEAR 1956-57\*

*Introduction*—During the year ending 31st March 1957, payment of wages to all persons employed on Railways, either directly or through contractors, and drawing wages upto Rs 200 per month (This limit has been raised to Rs 400 p.m. since 1st April, 1958) was regulated under the Payment of Wages Act, 1936. The Act primarily

\* A combined Report for the years 1954-55 and 1955-56 was published in the April, 1955 issue of the Indian Labour Gazette.

seeks to ensure regular and prompt payment of wages to the workers covered and to protect them against arbitrary deductions and fines. The number of Railway employees covered by the Act (except those employed on Northern, North-Eastern, Southern and South-Eastern Railways which did not furnish the requisite information) during 1956-57 was about 5.55 lakhs.

*Enforcement Machinery*—The administration of the Payment of Wages Act on Railways (excluding Railway factories) has been entrusted to the Central Industrial Relations Machinery headed by the Chief Labour Commissioner (Central), who together with 6 Regional Labour Commissioners (Central) and 20 Conciliation Officers (Central) functioned as 'Inspectors' during 1956-57 for securing compliance with the provisions of the Act. However, inspection visits were mostly undertaken by the Labour Inspectors (Central) employed under the Regional Labour Commissioners and Conciliation Officers. The Labour Inspectors discharged this assignment under the guidance and direction of the Regional Labour Commissioners and Conciliation Officers. The Conciliation Officers carried out inspections in the course of their tours. The Regional Labour Commissioners usually checked some of the inspection work done by Labour Inspectors and Conciliation Officers in addition to their own inspection.

*Inspections and Irregularities*—During the year 1956-57, 6,368 inspections were carried out and 19,682 irregularities were detected, the corresponding figures for the previous year were 7,307 and 13,181 respectively. It will thus be seen that there was a decline in the number of inspections during 1956-57, but the number of irregularities detected increased by about 50 per cent, as compared with the previous year. As in the previous year, the number of irregularities detected in the Transportation establishments (10,905) was the highest amongst the various departments, accounting for about 55 per cent. of the total irregularities. Also, the number of irregularities detected (4,617) was the highest in the Central Railway.

*Nature of Irregularities*—Most of the irregularities detected in the Railway establishments related to delayed payment or non-payment of wages. During 1956-57, the percentage of such irregularities to the total irregularities detected was 71. This percentage was 55 during the previous year. Most of the cases were reported to have arisen on account of the absence of employees at the time of payment, delay in sanctioning increments, leave salaries, officiating allowances, salaries of the staff on transfer, suspension allowance, etc.

Defects of a procedural nature relating to non-display of notices and non-maintenance or improper maintenance of registers accounted for 20 per cent of the irregularities detected. Irregularities relating to wrongful or unauthorised deductions or fines or deductions for damage or loss were comparatively few, viz 4 per cent during 1956-57.

*Rectification of Irregularities*—As against 47 per cent. of irregularities rectified in 1955-56, 55 per cent were rectified during 1956-57. There was also improvement in the year under review in the speed with which irregularities were rectified. Of the irregularities rectified within one year, 75 per cent were rectified within 3 months, 14 per cent between 3 to 6 months, 7 per cent between 6 to 9 months and the remaining 4 per cent between 9 to 12 months.

**Deductions from Wages**—Section 7 of the Payment of Wages Act lays down that the employer should pay wages to the employees without deductions except those authorised by or under the Act. It also lays down that every payment made by the employee to the employer or his agent shall, for the purposes of the Act, be deemed to be a deduction from the wages (An amendment effective from 1st April, 1958 lays down that monetary losses of workers resulting from action taken against them under the approved disciplinary rules will not be deemed as deductions)

**Fines**—The number of irregularities detected regarding the imposition of fines in Railway establishments was 230 during 1956-57 as against 455 in the preceding year. The highest number of cases detected was in the Central Railway and Western Railway viz 69 each.

The amount of fines imposed totalled Rs. 38,090 involving 13,151 employees during the year 1956-57, compared to a fine of Rs. 30,365 involving 13,642 employees in the previous year. The largest number of cases during 1956-57 was in the Central Railway (9,669), the amount of fine imposed being Rs. 22,528. The Southern Railway abolished the penalty of imposition of fines.

**Deductions for Damage or Loss**—The number of cases of irregular deductions on account of damage or loss decreased to 58 in 1956-57 from 97 in the previous year.

**Other Deductions**—No breaches of the provisions relating to deductions for absence from duty and on account of attachment orders issued by the Courts came to notice during the year under review. Observance of the provision authorising deductions for refund of loans and cost of stores purchased from the Co-operative Societies was also reported to be satisfactory on all Railways. However, 477 cases of excessive or unauthorised deductions for recovery of house rent, water charges, subscriptions to Railway Institute, etc., came to light and necessary steps were taken for their early rectification.

**Unpaid Wages**—As usual, there were a number of cases, where employees had failed, for one reason or the other, to receive wages earned by them. The total amount of unpaid wages was Rs. 24.20 lakhs in 1956-57 as against Rs. 22.78 lakhs in the previous year.

**Claims**—Under Section 15 of the Act, an employee can apply for necessary directions to the 'Authority' appointed under the Act in connection with matters relating to deductions from wages or delayed payment of wages. According to the available information, 2,660 applications for non-payment or delayed payment of wages and 106 for wrongful deductions were preferred during the year under review. Of these 2,766 cases, 1,155 were decided in favour of the applicants, 87 against them, 67 were withdrawn and 1,457 were pending disposal with the Authorities at the close of the year. The total amount (including compensation) directed to be paid to the applicants as a result of preference of claims was Rs. 1,61,057 during 1956-57.

**Contractors' Establishments**—The establishments of Railway contractors employing labour directly or through sub-contractors on an average of 20 or more persons a day in any month during the preceding 12 months are covered under the Payment of Wages Act. The

Officers of the Industrial Relations Machinery inspected 513 contractors' establishments and detected 2076 irregularities during 1956-57, as against 561 establishments inspected and 1,550 irregularities detected in the previous year, 1,323 irregularities were rectified during 1956-57 as compared to 985 in the previous year. The percentage of rectification of irregularities remained the same as in the last year (64)

**Annual Returns**—Rule 17 of the Payment of Wages (Federal Railway) Rules, 1938 requires the Railway Administrations to submit an annual return giving details of number of persons employed, total amount of wages paid deductions made therefrom on account of fines, damage or loss and breach of contracts and disposal of proceeds of fines realised. Railway establishments furnishing information for the year under review employed 539,263 adults, 15,535 substitutes and 46 children. The amount of wages paid totalled Rs. 57,02,39,193. The amount of fines realised in 13,157 cases was Rs. 38,090 and proceeds of deductions made on account of damage or loss amounted to Rs. 25,880 in 5,705 cases. The proceeds of deductions were utilised for the benefit of staff on cost of medical relief, grants to Railway institutes and recreational clubs assistance to Railway employees towards education dieting charges, etc

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### ANNUAL REPORT OF THE BOMBAY DOCK LABOUR BOARD FOR THE YEAR ENDED MARCH 1959\*

The employment opportunities for workers declined during the year under review due to considerable fall in traffic in the Port. The average employment for the year dropped from 21.5 manshifts last year to 13.8 in 1958-59. The monthly average employment during the year 1958-59 fluctuated widely being the highest (22.1) in July 1958 and lowest (8.5) in February 1959, depending upon the fluctuations in the port traffic. While the volume of imports fell due to import restrictions, there was not much improvement in the volume of exports from the country. The position worsened further with the import of food grains by tankers which were previously carried by dry cargo vessels. The tonnage of cargo handled by stevedore labour during the year under review dropped by 8 lakh tons as compared to the last year.

The fall in average employment opportunities contributed to the increase in the expenses of the Board incurred on account of minimum guarantee and attendance allowance paid to workers. The minimum guarantee, for instance, accounted for an expenditure of about Rs. 13 lakhs as compared to Rs. 6 lakhs incurred last year. The expenditure on attendance allowance went up by about Rs. 1 lakh as compared to the last year. However, the earnings of the workers did not show much decline, the figures being Rs. 185.41 and Rs. 176.91 for 1957-58 and 1958-59 respectively. This became possible on account of the piece-rate system.

To meet the increasing expenditure on minimum guarantee and attendance allowance, the rate of levy was revised twice during the year. On 1st May 1958, it was decided to step up the levy from 75

\*A summary of the Annual Report of the Bombay Dock Labour Board for the year ended March, 1958, was published in November 1958 issue of the Indian Labour Gazette.

per cent. of the daily wage rate to 125 per cent. Simultaneously, it was decided that the employers of monthly labour should pay pro-rata administrative charges. In the month of November, 1956 again it became necessary to raise the levy to 140 per cent.

As a result of Government's decision on Choudhury Report, additional benefits, such as, grant of P.T.O. facilities, increasing the number of casual leave from 7 to 10 days, increasing paid holidays from 8 days to 11 days and reckoning 50 per cent of dearness allowance for the purpose of provident fund contribution and gratuity, were granted to the stevedore workers. In case of piece-rated workers, it was further decided to reckon processing allowance also for the purpose of provident fund contribution and gratuity. The Board also granted interim relief of Rs 5 in dearness allowance as recommended by the Second Pay Commission with retrospective effect from 1st July, 1957 and the arrears were paid to the workmen during the year.

The Industrial relations between the Board and its employees continued to be cordial during the period under review except for a five day strike by foremen and chargemen, and an 11 day strike by stevedore workers. The latter was in response to the call given by the All-India Port and Dock Workers Federation to the major Ports in the country. During the year under review, a few local demands were referred to Shri F. Jeejeebhoy for arbitration. Two references concerning the Board's employees were also made to Industrial Tribunals. One related to certain defects in the working of the piece-rate scheme and special allowance to monthly workers which was adjudicated upon and an Award was given. As the union concerned was not satisfied with the Award it filed a petition in the Supreme Court which is pending. The other which related to the dispute between the Board and its distribution peons who claimed revision of their scale and change of designation, was pending before the Industrial Tribunal.

There was an all round improvement in the matter of discipline among the workers. During the year under review, the number of complaints received and the workers involved were 294 and 945 respectively as compared to 1,042 and 2,410 respectively during the last year. During the year, 17 cases were referred to the Deputy Chairman for higher punishment. Punishment ranging from 2 days to 3 weeks was awarded by the Deputy Chairman to 38 workers.

The Board continued to provide welfare amenities on a large scale to workers. This necessitated stepping up of levy relating to Welfare Fund from 6 nP to 20 nP with effect from 1st May, 1958. During the year under review, maternity benefits were made available to the family of the workers. 55,438 workers and their family members took treatment at the Dispensary of the Board. A dispensary was also opened at the housing colony for the benefit of the residents of the colony. The canteen of the Board continued to be popular and another canteen was opened at the booking hall. 42 workers took treatment for T.B. at Talegaon Hospital. 25 workers were completely cured of the disease and they reported back to their normal duties. 110 workers took indoor treatment at Masina Hospital Bombay. Other welfare activities, such as, indoor and outdoor sports recreational facilities, etc., were also provided during the year.

The Housing colony of the Board got ready by the middle of the year and 560 tenements were allotted to the workers with effect from 15th July 1958. The Board decided to charge a rent of Rs. 15 only per tenement.

## LABOUR LAWS AND DECISIONS

### LAWS

#### THE EMPLOYEES PROVIDENT FUNDS ACT, 1952—EXTENSION TO MORE INDUSTRIES

In exercise of the powers conferred by section 3 of the above Act, the Central Government have extended the provisions of the said Act to the following establishments

- (i) Head office and sales office—situated at 500, Kalbadevi Road Bombay 2—of the Jasmine Mills (Private) Ltd, Mahim, Bombay 10.
- (ii) Head office—situated at Bombay—of the Simplex Mills Company Ltd, Clerk Road, Jacob Circle, Bombay 10
- (iii) All establishments of Godavari Sugar Mills Ltd, Sakarwadi, via Kanhegaon, District Ahmednagar
- (iv) All establishments of Shri Changdeo Sugar Mills Ltd, P.O. Changdeo Nagar, District Ahmednagar
- (v) All establishments of the Godavari Sugar Mills Ltd, Lakshmiwadi, P.O. Kopergaon, District Ahmednagar
- (v) All establishments of the Godavari Sugar Mills Ltd, Ravalgaon, District Nasik.

(The Gazette of India, dated July 11, 1959)

#### THE VIZAGAPATAM DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1959

In exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948, the Central Government have framed the above Scheme. The object of the Scheme is to ensure greater regularity of employment to dock workers and to secure that adequate number of dock workers is available for the efficient performance of dock work. The scheme provides for the constitution of Vizagapatnam Dock Labour Board and its functions, appointment of Dock Labour Officer(s) and his/her duties, procedure for registration of existing and new workers and promotion and transfer of workers, guaranteed minimum wages to workers, holidays, pay in respect of unemployment and under-employment, provident fund and gratuity, dock workers welfare fund, penalties, etc.

(Gazette of India, dated the 11th July 1959)

#### COAL MINES RESCUE RULES, 1959

In exercise of the powers conferred by clauses (r) to (w) of section 58 of the Mines Act, 1952, the Central Government have framed

the above Rules. They shall apply to (i) Jharia coalfield in Bihar, (ii) Ranigunj coalfields in Bihar and West Bengal, (iii) Pench and Kanhan valley and Sarguja coalfields in Madhya Pradesh, (iv) Coal mines in the districts of Sahdol Bilaspur and Raigarh in Madhya Pradesh; (v) Singareni coalfields in Andhra Pradesh, (vi) Chanda coalfield in Bombay, (vii) Giridih Bokaro and Karanpura coalfields in Bihar; (viii) Talchar coalfield in Orissa, and (ix) Coal mines in the State of Assam. They shall come into force on such date as the Central Government may, by notification, appoint. The rules provide, inter alia, for the constitution of Rescue Station Committee for the establishment, maintenance and management of Rescue Stations for the above areas; Fund and accounts conduct of rescue work, etc. These rules will repeal the Coal Mines Rescue Rules, 1939.

(Notification No. G.S.R. 873, dated the 6th July 1959—The Gazette of India, July 25, 1959)

### THE BIHAR MATERNITY BENEFIT (AMENDMENT) ACT, 1959

The above Act received the assent of the Governor of Bihar on the 30th April 1959. The Statement of Objects and Reasons of the Bill was published in February 1959 issue of the Indian Labour Gazette.

(Notification No. G.S.R. 873 dated the 6th July 1959—The Bihar Gazette, dated the 19th May 1959)

### DRAFT KERALA EMPLOYEES' STATE INSURANCE (MEDICAL BENEFITS) RULES, 1959

In exercise of the powers conferred by clauses (d) to (h) of sub-section (i) of section 96 of the Employees' State Insurance Act, 1948 and in supersession of the existing rules on the subject, the Government of Kerala propose to frame the above Rules. These have been published in the State Gazette for general information. Main provisions of the draft rules relate to the establishment of dispensaries etc., and medical benefits under the service system and Panel System.

(Notification No. L8 16234/59/L&LAD, dated the 5th June 1959—Kerala Gazette No. 26, dated the 30th June 1959).

### PAYMENT OF WAGES ACT, 1936—PROPOSED EXTENSION TO CERTAIN ESTABLISHMENTS IN UTTAR PRADESH

In exercise of the powers conferred by sub-section (5) of section 1 of the above Act, the Government of Uttar Pradesh propose to extend the provisions of the said Act to the following establishments with effect from the 7th July 1959 —

"Establishments situated in Uttar Pradesh in which any work relating to the construction, development or maintenance of buildings, roads, bridges or canals is being carried on, and wherein or within the precincts of which ten or more workers were working on any day of the preceding twelve months." The draft notification has been published in the State Gazette for general information and will be taken into consideration on or after October 15 1959.

(Notification No. 3125(SM)/XXXVI-A-1188(SM)/58 dated the 7th July 1959).

## DECISION

**A DISPUTE CANNOT BE AN INDUSTRIAL DISPUTE UNLESS THERE IS IDENTITY IN THE CONDITIONS OF SERVICE OF THE PERSON WHO IS THE SUBJECT OF DISPUTE AND OF THE WORKMEN WHO ARE PARTIES TO THE DISPUTE—  
DECISION OF THE MYSORE HIGH COURT**

On a petition, made by the management of the M.S.K. Mills Company Ltd, Gulbarga against the decision of Labour Court, Hubli reinstating their employee—Shri G. R. Kembhavi an Assistant Spinning Master, the Mysore High Court decided that the dispute was not an Industrial Dispute within the meaning of the Industrial Disputes Act because it was espoused by a clerks' Union which had no direct or substantial interest in the employment, non-employment or conditions of employment of Shri Kembhavi. The facts of the case were as follows:—

Shri G. R. Kembhavi was employed as Assistant Spinning Master of the petitioner company and was drawing Rs 382 p m including all allowances. His services were terminated by the company with effect from 17th February 1957 on payment of one month's salary in lieu of notice period. He approached the MSK Mills Clerks' Union to take up his case. The Union's general body passed a resolution demanding reinstatement of Shri Kembhavi. Conciliation proceedings failed and the Government of Mysore referred the case to the Labour Court, Hubli describing it as an industrial dispute. The Labour Court decided the dispute in Shri Kembhavi's favour and ordered his reinstatement.

The company appealed to the Mysore High Court praying for the issue of an order quashing the award of the Labour Court. The company's counsel argued that (i) Kembhavi was not a workman at all, (ii) there was no such community of interest between the Union and Shri Kembhavi as to entitle the Union to espouse his cause and raise an industrial dispute, and (iii) the termination of services of Shri Kembhavi by the company was in accordance with the accepted contractual rights of an employer and it was not a dismissal by way of punishment for misconduct and that in the absence of any proof of *mala-fides* or unfair labour practice on the part of the company it could not have been made the subject of an industrial dispute at all.

On behalf of the Union it was argued that Shri Kembhavi was a workman as his salary was less than Rs 500 p m and that he and the members of the Clerks' Union being workmen it could be said that workmen as a class or as a whole were directly and substantially interested in the employment, non-employment or conditions of employment of Shri Kembhavi. The Union agreed that the question of community of interest was important and should be considered only where workmen espouse the cause of a non-workman but when both were workmen that fact itself was sufficient to establish community of interest between them.

The High Court agreeing with the ratiocination of the Counsel for the Company 'that unless there is identity in the conditions of service of the person who is the subject of dispute and of the workmen, who are parties to the dispute, it cannot be said that there is such community of interest between them as to convert the dispute



into an industrial dispute when the workmen espouse the cause of the workmen who is the subject of the dispute decided that Shri Kembhavi was a workman but his conditions of service were different from those of the clerks and, therefore, the Clerks' Union could not be interested in his conditions of service unless a substantial majority of workmen of the class to which he belonged were among the members of the Union. It, therefore, held that the Labour Court, Hubli had no jurisdiction to entertain and adjudicate upon the dispute referred to it by the Government of Mysore because it was not an industrial dispute in terms of the Industrial Disputes Act, 1947. Accordingly, the award of the Labour Court was quashed and the petition allowed. (Source: All India Reporter, July 1959, pp 180-84).

## LABOUR INTELLIGENCE

### MONTHLY LABOUR NEWS—JUNE 1959

#### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows:—

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded an increase of 35,406, i.e. by 18.2 per cent. At the end of the month the number of applicants on the Live Registers was 12,87,783 as against 12,52,214 at the end of the previous month, thus registering an increase of 35,569 i.e. by 2.8 per cent.
- (ii) The total number of vacancies notified to the Exchanges declined by 62 per cent. The number of vacancies notified declined in private and public sectors both. Of the vacancies notified to the Exchanges during the month, 90.5 per cent were in Government and quasi-Government establishments and Local Bodies. The number of employers utilising the services of the Exchanges declined from 7,888 during the previous month to 7,795 during the month under review, i.e. by 1.2 per cent.
- (iii) The particulars of 1,61,637 applicants as against 1,51,112 during the previous month were forwarded for the available job opportunities. The number of placements effected during June 1959 was 26,531 as compared to 25,537 in May 1959, thus recording an increase of 39 per cent.

The relevant statistics are presented in the following table —

	June, 1959	May, 1959
Registration	2,29,802	1,94,396
Number of Applicants on the Live Registers	12,87,783	12,52,214
Number of Employers Utilising the Services of the Employment Exchanges	7,795	7,888
Vacancies Notified	41,379	44,122
Placements Effected	26,531	25,537

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 32 closures in 29 of which 1,253 workers were affected, as against 29 closures affecting 1,349 workers in 9 cases in the preceding month. Of the 32 closures 13 were due to the end of the season, 5 due to shortage of raw material, 4 due to trade reasons, 2 each due to general cleaning, financial loss and premises being asked to be vacated by the owners and one each due to death of the owner, accumulation of stocks and break-down of machinery. The reasons for one closure are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 14 units affecting 234 workers in 11 cases. Besides, 142 workers were retrenched in Kerala, the number of units involved was not known. In the previous month, retrenchments were reported from 22 units affecting 1,200 workers. The main reasons for the retrenchment were financial loss, shortage of work and completion of work.

(d) *Lay Off*—In the States supplying information 36 units laid off 8,722 workers mainly due to shortage of work, accumulation of stock, break-down of furnace and trade reasons.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information 59 new factories were registered in 38 of which about 1,313 workers were proposed to be employed.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table below shows the number of establishments inspected, prosecutions launched and conviction obtained during the month of June 1959, under the Factories Act, Payment of Wages Act, Minimum Wages Act and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of Trade Unions registered, etc., under the Indian Trade Unions Act, 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946, and the Workmen's Compensation Act 1923, etc., is given in separate paragraphs.

# ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED, ETC., UNDER CERTAIN LABOUR LAWS IN JUNE 1959

- (a) Number of establishments inspected.  
 (b) Number of prosecutions launched.  
 (c) Number of convictions obtained

State/Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Andhra Pradesh†	331	46	35	162	—	—	146	—	—	16,905	62	80
Assam	23	—	—	29	—	—	19	1	—	227	2	1
Bihar	—	—	—	—	—	—	70	—	—	2,471	20	—
Kerala	39	5	3	120	—	—	613	—	—	2,725	14	4
Madhya Pradesh	249	10	—	—	—	—	206	36	—	1,561	85	65
Madras	1,780	33	21	974	5	10	1,382	1	—	52,497	64	60
Mysore	363	—	—	—	—	—	207	1	—	3,505	13	36
Rajasthan	35	—	—	25	1	1	91	10	—	—	—	—
Uttar Pradesh	393	51	23	185	—	—	934	—	—	7,687	531	293
West Bengal	382	1	—	277	—	—	—	—	—	—	—	—
Union Territories—	—	—	—	—	—	—	243	20	4	2,466	217	234
Delhi	—	—	—	—	—	—	10	—	—	65	1	—
Tripura	—	—	—	—	—	—	—	—	—	—	—	—

†For the month of May, 1959

## NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING JUNE 1959

State/Territory	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
1	2	3	4	5
Andhra Pradesh	—	8	3	—
Assam	183	—	—	—
Bihar	589	4	—	593
Kerala	—	15	—	—
Madhya Pradesh	—	6	—	344
Madras	973	16	—	989
Mysore	411	8	9	410
Rajasthan†	253	3	—	256
Uttar Pradesh	—	6	7	1,033
West Bengal	1,965	35	113	1,887
Union Territories—	—	—	—	351
Delhi	—	—	—	—
Himachal Pradesh	—	—	—	—
Tripura	30	—	—	30

†For the month of May, 1959

## INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

In *Madras* two standing orders were certified during the month bringing the total of standing orders certified to 777. In *Uttar Pradesh*, four concerns applied for certification of Standing Orders and Standing Orders of three concerns were certified during the month under review. In *West Bengal*, seven standing orders were received for certification and four standing orders were certified.

## WORKMEN'S COMPENSATION ACT, 1923

In *Andhra Pradesh*, an amount of Rs 3,065.75 was paid as compensation in respect of fatal cases during the month. In *Kerala*, seven cases were decided during the month and a sum of Rs 370.32 was disbursed as compensation. In *Madras* an amount of Rs 33,818.99 was deposited with the Commissioner for Workmen's Compensation in respect of seventeen fatal and ninety-three non-fatal cases. In *Rajasthan*, three fatal and two non-fatal cases were decided during May 1959 and a sum of Rs 8,097.54 was distributed as compensation.

## WORKERS' EDUCATION

In *Andhra Pradesh*, workers' education classes in Hindi, Urdu, Telgu and English were continued to be held during the month. In *Mysore*, training classes in certain crafts like Engineering Trades and non-Engineering Trades at various Industrial Training Institutes and centres in the State were continued. In *Uttar Pradesh*, the adult education classes were continued to be held at four welfare centres during the month. In *West Bengal*, training classes in crafts like sewing, knitting and leather work were continued to be held in Plantation Centres as usual. In *Delhi*, literacy classes were held in three welfare centres which were attended by 476 workers.

## LABOUR WELFARE

In *Andhra Pradesh*, the labour welfare centres continued to function actively during the month. A handicrafts exhibition was organised at the Azamabad Welfare Centre in May 1959 and it was decided to reward the lady workers whose exhibits were adjudged as best. In *Bihar* an annual function of the State Labour Welfare Centre, Dalmianagar was celebrated, which was largely attended. In addition, the opening ceremony of 'C' type Labour Welfare Centre, at Motipur was inaugurated by the Deputy Labour Minister, Bihar on 7th June 1959. The other welfare centres in the state continued to function actively as usual. In *Mysore*, the State Government sanctioned a labour welfare centre and steps had been taken to secure a building to establish the same at Bijapur. In *Rajasthan*, labour welfare centres continued to function as usual. Besides, a film was exhibited in some of the Labour Welfare Centres. In *Uttar Pradesh*, usual welfare activities were carried on with great zeal and enthusiasm. These comprised indoor and outdoor games, music concert, Social Service Camps, debate and wrestling matches. In *West Bengal*, all the welfare centres continued to function as usual. The Labour Welfare Workers visited the labour colonies and delivered lectures on Health and Hygiene, Adult Education, Evil effects of Strike, 2nd Five Year Plan, Cleanliness, and Cottage Industries. Other activities included cinema shows, musical functions, folk songs and tournaments of outdoor and indoor games at different Centres in

the State. Above all, the activities of Nahati and Telinipara Labour Welfare Centres were tape recorded by the All India Radio, Calcutta which were broadcasted in the Mazdoor Mandal Programme during the month under review. In Delhi, the Welfare Activities in eight centres remained normal during the month under review. Nine special programmes were organised in four centres, three film shows and lectures on family planning were arranged. In addition, eight volley ball, five carrom and thirteen chess matches were played

### INDUSTRIAL HOUSING

In Rajasthan (Jaipur project), 480 single room and 120 double room tenements were proposed to be constructed, out of which 224 Single room and 110 double room tenements had been constructed till May 1959. One hundred and seventy one single room and 105 double room tenements had been occupied by the workers. Under the Bhilwara Project, 400 single room and 100 double room tenements had been constructed. The work on development side was in progress. Thirty four single room and 6 double room tenements had been occupied by the workers. In Uttar Pradesh, under phase IV 6,764 quarters were to be constructed, and of which 6,692 had been completed. Under phase V, 1,994 quarters were to be constructed, and of which 16 had been completed and 270 had reached various levels of construction. In Delhi, Seven allottees were given possession of the quarters in the month—under review—thus bringing the total number of quarters occupied by the industrial workers in the Industrial Housing Colony, Najafgarh Road, Delhi to 942. The number of quarters lying vacant was 419.

### COMMITTEES, CONFERENCES AND ENQUIRIES

In Andhra Pradesh, a meeting of Evaluation and Implementation Committee was held on 25th June 1959. The Committee discussed the cases of non-implementation of awards and agreements. In Assam, the first meeting of the Central Committee constituted by the State Government to deal with the problem of unemployment among the tea labour in the State was held on 12th June 1959. It discussed the scope and functions of the committee and other allied subjects relating to the problem. In Bihar, the third meeting of the Tripartite Standing Committee was held at Patna, during the month but could not take up all the items of the agenda. The dropped items of the agenda were taken up in its adjourned meeting which was held at Ranchi on 29th June 1959. In Kerala, a meeting of the Industrial Relations Committee for Tile Industry was held which considered the report of the sub-committee regarding workload, etc. The committee also discussed payment of night allowance to workers in the tile factories. Besides, the Coir Industrial Relations Council met on 10th June 1959 and considered the report of the sub-committee suggesting ways for effective implementation of the standardised wage rates and workloads in Mats and Matings and Baling Section. The question of fixing the quantum of gratuity was also discussed and it was resolved to give the following rates for the categories specified for every year as a provisional agreement: (i) Rs. 17.50 per year for Rehankers, Openers, Bit pickers, carriers and others not categorised but getting an average of Rs. 2.50 in baling, Punja pulling, hand-braiding, carpatchipping, fibre carding, spooling, quilting and such

others not categorised but getting an average of Rs 2 50 in Mats and Matting; and (ii) Rs 22 50 per year for other categories. The Committee agreed to postpone the question of formulating a gratuity scheme. In Madras, the State Housing Board met on 2nd June 1959 to review the progress made in respect of the subsidised Industrial Housing Scheme. Besides a conference of the Labour Ministers of Southern States was held during the month to evolve a uniform policy regarding the fixation of minimum rates of wages for the scheduled employments under the minimum wages Act. A meeting of the Bonus Committee on plantations and a conference on Human Relations in Industry also held during the month under review. In Mysore, the minimum wages committee for rice, flour, dal and oil mills toured South Kanara District to conduct enquiries regarding the fixation of Minimum Wages. The Minimum Wages Committees for Agriculture and Tobacco (including Beedi making) manufactory also held meetings during the month. In Uttar Pradesh, a meeting of the Standing Committee of Legislature on Labour was held on 10th June 1959 which discussed an amendment in U.P. Industrial Dispute Act, 1949 and the progress of subsidised Industrial Housing Scheme. Besides a Tripartite conference for Sugar Industry was held at Ranikhet during the month and the question of payment of bonus by sugar factories for the crushing season 1958-59 and payment of interim relief in terms of the recommendations of the Wage Board were discussed. A check up survey into the Old Age Pension Scheme was conducted in 39 districts in the State during the month under review. In Delhi, a meeting of the Delhi Labour Advisory Board was held, which considered the various issues.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING JUNE 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in June 1959, there were 102 fresh disputes. In 97 of these disputes for which information on number of workers involved and man-days lost both are available, the maximum number of workers involved was 44,707 in units normally employing 1,33,389 workers. The figures for the previous month were 84 fresh disputes, maximum number of workers involved in 82 disputes was 44,015 in units normally employing 73,641 workers. The number of disputes current at any time during the month was 154. In 148 of them the maximum number of workers involved was 78,244 in units normally employing 1,71,921 workers. The figures for the previous month were 131 current disputes, maximum number of workers involved in 127 disputes 59,064 in units normally employing 89,383 workers. The average number of workers involved in 149 current disputes during June 1959, was 77,758. In the preceding month the average number of workers involved was 53,755 in 127 current disputes. The man-days lost were 7,88,798 during June 1959, and 3,54,517 during the preceding month. The time-loss during June 1958 and the monthly average time-loss during the year 1958, was 15,39,111 and 6,49,799 respectively. The average duration of disputes current at any time was 10.1 days during June 1959 and 6.6 in the preceding month. It may be mentioned that the figures given above for the months of May and June

are not strictly comparable, as information relating to Madhya Pradesh is not included in the figures for the latter month and for Madras in May 1959, due to non-receipt of returns

Twenty six of the current disputes resulted in lock-outs. These involved 22,688 workers and accounted for a time-loss of 4,41,055 man-days during the month. West Bengal accounted for 12 lock-outs, Madras 6, Mysore 3, Punjab 2, Bombay 2 and Kerala one

One hundred and eleven disputes terminated during the month of June 1959. Of these 71 lasted for not more than five days each and only 15 lasted for more than thirty days each. The workers were completely or partially successful in 35 cases that terminated during the month. They were unsuccessful in 45 cases. The results were indefinite in 24 cases and not known in 7 cases. Among the important causes of fresh disputes may be mentioned "Personnel" in 30 cases, "Wages and Allowances" in 21 cases, and "Bonus" in 6 cases. During the month under review, a time-loss of 6,60,017 man-days out of the total of 7,88,798 i.e. 83.7 per cent was accounted for by the Manufacturing industry group. Mining and Quarrying followed next with a time-loss of 73,316 mandays i.e. 9.3 per cent of the total. Time-losses in other major groups of industries were comparatively low. By individual industries, considerable time-loss was recorded in Cotton Mills (4,31,294 man-days), Cement (44,466 man-days), Paper (26,014 man-days), Silk Mills (19,079 man-days) and Jute Mills (18,000 man-days) under the Manufacturing group, Coal Mines (60,322 man-days) under the Mining and Quarrying group and Government Services (17,106) under Services.

Madras recorded a time-loss of 3,78,212 man-days during the month. This was the highest among all the States. Next in order came West Bengal, Bombay, Orissa, Madhya Pradesh, Mysore and Bihar with a time loss of 1,19,691, 85,482, 59,668, 36,306, 32,795 and 27,065 man-days respectively. Compared to the previous month, the time-loss increased in Orissa, Andhra, Uttar Pradesh, West Bengal, Assam and Bihar by 50,200, 18,793, 16,147, 8,474, 6,602 and 660 man-days respectively. It decreased in the remaining States.

Regarding the industrial relations in the States there was nothing special to report.

#### DETAILS OF IMPORTANT DISPUTES

The strike in Orient General Industries Limited, Ghore Bidi Lane, Narkeldanga, Calcutta (AITUC), reported earlier, was still in progress at the end of June 1959, and caused a time-loss of 26,000 man-days during the month under review. The work-stoppages in New Era Fabrics Ltd., Bombay (AITUC), reported earlier, still continued at the end of June 1959, and caused a time-loss of 18,850 man-days. On the 9th June 1959, all the 1,009 workers of Swadeshi Cotton Mills Company Ltd., Naini, Allahabad, struck work demanding re-instatement of 4 dismissed workmen. The strike was in progress at the end of June 1959 and accounted for a time-loss of 15,601 man-days during the month under review. The lock-outs in Madura Mills Company Ltd., in Madurai, Ambasamudram and Tuticorin which started during May 1959 as a protest against introduction of new work-load in some departments were continuing at the end of June 1959, causing time-losses of 1,89,072, 80,860 and 54,964 man-days respectively during the

month under review. The strike in Orissa Cement Ltd., (Refractory Plant), Rajangpur, Sundergarh, which started during March 1959 was still continuing at the end of June 1959 accounting for a time-loss of 29,286 man-days during the month (the cause of the strike is not yet known).

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of June 1959, was 228 (Provisional) as against 85 (Provisional) in the preceding month.

#### SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during June 1959 and the number settled or investigated by them.—

State	Number of Complaints Received During the Month Relating to								No. of Complaints Settled or Investigated*
	Wages & Allowances	Bonus	Personnel	Retrenchment	Leave & Hours of work	Others	Not known	Total	
Assam	117	16	92	1	36	110	—	372	307
Bihar	15	—	5	4	—	—	—	24	10
Delhi	118	—	—	—	—	—	—	118	60
Kerala	140	70	129	24	44	94	—	510	354
Madhya Pradesh	34	4	40	1	10	19	—	108	18
Madras	97	28	223	21	26	203	—	598	679
Mysore	130	17	33	23	4	30	43	280	—
Tripura	12	—	—	—	—	3	—	15	10
Uttar Pradesh	99	26	152	—	15	115	—	407	501
West Bengal	37	—	4	—	21	54	—	116	96

\*Includes outstanding cases of the previous month

Source—Monthly Labour News submitted by State Governments.

#### QUESTIONS AND ANSWERS IN PARLIAMENT

(The information given in the following paragraphs has been summarised from the replies given during the present session of the Lok Sabha).

**Minimum Wages for Mine Workers**—The Industrial Committee on Mines other than Coal Mines had recommended at its meeting



held in April 1958 (that minimum wages should be made applicable to all iron ore and manganese workers. Accordingly, a phased programme of extension of the Minimum Wages Act to employments in Mines not already covered by the Act has been worked out and steps are being taken to implement the same (August 3, 1959)

**Coal Mines Rescue Rules**—The revised Coal Mines Rescue Rules are likely to be brought into force within a period of six months. However, sites have already been selected for the establishment of the rescue stations and steps are being taken to acquire the same (August 3, 1959)

**State Awards for Public Undertakings**—The Government of India have decided to give some awards to public undertakings every year. The scheme at present is confined to public undertakings run by the Central Government. In determining the award for any unit due consideration would be given to a number of factors including, among others, significant increase in production over the programmed target, profits, labour relations, and any special contribution which the unit might have made to the economy, through research, discovery of new process, design method, etc. of production. (August 3, 1959).

## SEVENTEENTH SESSION OF THE INDIAN LABOUR CONFERENCE

### MAIN RECOMMENDATIONS/CONCLUSIONS

**Industrial Disputes**—In the 17th session of the Indian Labour Conference which was held at Madras from 27th to 29th July 1959, under the Presidentship of Shri G. L. Nanda, the Union Minister for Labour and Employment, it was agreed that there should be greater recourse to mediation and arbitration for settlement of industrial disputes and recourse to adjudication should be avoided as far as possible. Matters of local interest not having wider repercussions should as a general rule be settled through arbitration. There would, however, be no compulsion from the Government in this matter. The cases of refusal to have recourse to arbitration even in minor matters are to be reported to the Implementation and Evaluation machinery in the States or at the Centre as the case might be. The Conference agreed that a panel of arbitrators should be maintained by Government in order to help the parties to choose suitable arbitrators. The parties, however, would be at liberty to choose arbitrators from outside the panel. The principles and forms enunciated in awards and judicial decisions on important issues relating to industrial relations should be compiled, codified and published and made available for the guidance of arbitrators. The Central Government would examine afresh the applicability of the Indian Arbitration Act as far as the arbitration procedure laid down in the Industrial Disputes Act is concerned.

**Trade Unions**—A proposal to make it obligatory for trade unions to prescribe a minimum membership fee of Rs. 4 per month was accepted and it was decided that a statutory provision should be made for this purpose. The Conference agreed that registrars of trade unions should be empowered to inspect account books, membership registers, etc., so that they could verify the correctness of annual

returns submitted by the unions. Also the work of the registrars should be decentralised in order to avoid delay in registering unions. The Conference was not in favour of placing any restrictions on the number of unions that might be registered. On the question of recognition of trade unions, it was agreed that where there was only one union, the employers might recognise that union, even if it did not fulfil the condition of 15 per cent membership or of one year's standing. Where there are more than one union and none of them fulfils the membership condition, no one will be entitled to recognition. The Conference did not favour the suggestion that a union having the largest membership even if it was less than 15 per cent should be recognised. It was also agreed that a union would be entitled to recognition if it had not committed any breach of the Code of Discipline for one year after claiming such recognition. Failure to observe the Code by a union after it had agreed to abide by it would entail withdrawal of recognition normally for a period of one year. In that case, it would be open to the employer to recognise another union during this period provided it fulfilled all conditions for recognition.

*Appellate Tribunal and Works Committees*—It was agreed that the question of reviving the Labour Appellate Tribunal should be considered further in the light of the views expressed by different parties and the Conference. As regards the Works Committees, the Conference decided to set up a Committee to suggest measures to improve the working of these committees.

*Domestic Workers*—On the question of service conditions of domestic workers the Conference came to the conclusion that any legislative measures for this purpose would not be feasible for the present. The Conference approved the pilot scheme drawn up by the Union Government for setting up a special employment office at Delhi for the purpose of registration and placement of domestic workers. It was felt that experience gained from the working of this scheme might provide the basis for further action in regard to this matter.

*General Policy*—The Conference agreed that legislative and administrative policies of the Central and State Governments and the policies of the employers and workers organisations should not run counter to the broad lines of policy that may be recommended by the Conference from time to time after full tripartite discussions.

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## TRAINING OF CRAFTSMEN DURING THE THIRD PLAN

An assessment of the requirements of craftsmen and technicians during the Third Five Year Plan will be made by the Committee on Craftsmen Training and Technical Education at Secondary Education Level, set up the Planning Commission's Working Group on Technical Education. The Committee will also draw up a programme for craftsmen training during the Third Plan which will be later considered by the Working Group on Technical education.

At present there are various public and private organisations in the country catering to the needs of craftsmen training and technical education. The Ministry of Defence started a pilot scheme for the

training of civilian staff to meet their requirements. The Committee felt that it is necessary to coordinate this with similar efforts by the Ministries of Railways, Iron and Steel and Labour and Employment and Directorate-General of Posts and Telegraphs.

The requirements of the Ministries of Railways, Defence and the Directorate-General of Posts and Telegraphs are generally met by their own training schemes for technicians. The Committee was of the view that major industries should also have their own training schemes.

The training programme of the Ministry of Labour and Employment (Directorate-General of Resettlement and Employment) envisages increasing the training capacity in the Industrial Training Centres from 10,500 at the end of the First Plan to 40,000 by the end of the Second Plan. According to an earlier assessment about 127 lakhs craftsmen would be required every year during the Second Plan. To make up the short-fall and also to meet the increasing demands during the coming years it was estimated that the training capacity would have to be expanded with an additional one lakh seats during the Third Five Year Plan.

As regards instructors for the institutions, it was estimated that about 4,050 instructors would be required by the end of the Second Plan and another 10,000 or even more would be required during the Third Plan. The total capacity of the training institutes at present is about 800. The Committee will consider programmes for training adequate number of instructors.

The Committee may work in cooperation with similar Committees or the Working Groups on Education of State Governments. It was suggested that at the State level also there should be co-ordination of all technical training programmes implemented by different departments. While finalising its proposals the Committee will take into account the efforts made by the various Central Ministries and Departments and prepare a coordinated picture.

### EMPLOYMENT AND EARNINGS IN COLLIERIES

The collieries reported to be working during the month of April 1959 numbered 834. The average daily employment in these collieries was 3,63,007. The percentage of absenteeism was of the order of 14.11. The overall cash earnings of the workers per week for the whole of Indian Union was Rs 21.80, the corresponding figures for Jharia and Raniganj coal-fields being Rs 22.35 and Rs 21.33 respectively.

Statewise employment for the month is given below:

Assam—4,349, West Bengal—1,14,360, Bihar—1,73,683, Orissa—5,131; Madhya Pradesh—41,761, Bombay—5,379, Andhra—17,391, Rajasthan—306; Madras—647, and Total (India)—3,63,007.

### NATIONAL PRODUCTIVITY COUNCILS—SETTING UP OF PRODUCTIVITY TEAMS

The Governing Body of the National Productivity Council at its meeting held in New Delhi on 23rd July 1959 decided to launch a country-wide campaign for increasing productivity by organising a

large number of productivity teams for conducting intensive studies and stimulating technical exchange within the industry during the next few months. These productivity teams consisting of ten members each will be divided into 'Subjects Teams' and 'Industry Teams'; the former having on them representatives of different industries and latter consisting of representatives of the same industry. In the case of 'Industry Teams', which will be planned on all-India basis, the subjects of Study will include specific problems of the industry concerned, whereas the studies by 'Subjects Teams' will include such subjects as organisation structure, joint consultation, international communications, incentive schemes, job evaluation, materials handling, welfare activities and safety measures.

The teams will include representatives of workers, trade unionists, employers and managements from the public and private sectors and will visit various industrial units in important industrial centres to hold discussions with representatives of organisations and institutions dealing with subjects of their interest. These teams will enable the industries to increase the general level of productivity by benefiting from the experiences and techniques introduced by the progressive managements.

#### MEMORANDUM OF SETTLEMENT BETWEEN THE MANAGEMENT OF THE CALTEX (INDIA) LTD., NEW DELHI AND THEIR WORKMEN COMPRISING LABOUR, TRANSPORT AND SERVICE STAFF, IN THE UNION TERRITORY OF DELHI, REPRESENTED BY THE PETROLEUM WORKERS' UNION, NEW DELHI

The representatives of the Petroleum Workers' Union, New Delhi and the management of the Caltex (India) Ltd., New Delhi signed, on the 8th July 1959, a memorandum of settlement in the course of conciliation proceedings under the Industrial Disputes Act, 1947. The settlement shall be binding until 30th June 1962 and thereafter it can be terminated by giving two months' notice by either party. Salient features of the settlement are given below.—

(i) **Reclassification of jobs and revision of job titles**—All the jobs in the labour, service, security and transport categories have been reclassified and grouped into different grades viz., A, B, C and D. Under each group job-designations have also been made more specific.

(ii) **Wage Scales**—The following wage scales have been brought into force with effect from the 1st January 1959

Grade	Jobs	Wage Scale
A	General Workman, Sweeper, Watchman, Peon	Rs. 40-2-60-EB-2½-65
B	Head Peon, Gangar, Filling Operator	Rs. 45-2-65-EB-2½-75
C	Light Vehicle Driver, Painter, Fitter, Carpenter	Rs. 70-3-85-EB-4-105 —EB-5-140.
D	Heavy Vehicle Driver	Rs. 80-4-100-EB-5-125 —EB-5-150

It was agreed that each permanent workman on the rolls of the Company at the time of the settlement would be given a special adjustment equal to two increments in the existing scale with a minimum of Rs. 3 as per settlement dated 25th May 1955. This would take retrospective effect from 1st April 1958.

(iii) *Annual Increments*—Increments will normally be granted after the completion of one year's continuous and regular service with the Company. The scale increment will not be reduced or withheld without observing the procedure for disciplinary action. The quantum of annual increment will depend upon the ability, work and merit of individual employees of which the Company shall be the sole judge.

(iv) *Dearness Allowance*—It will be calculated on the Delhi Labour Cost of Living Index with 1944=100 as base published by the Delhi Labour Bureau. It will come into effect from the 1st April 1958. It will be paid at the rate of Rs. 75 for the wage slab of 151—160 and will increase or decrease by Rs. 6 with a rise or fall in the index by 10 points. In addition, workmen drawing basic wages of Rs. 76 and above will get another Rs. 3 per month as dearness allowance with effect from 1st January 1959. The surcharge of Rs. 3 per month in dearness allowance will be discontinued with effect from 1st April 1958.

(v) *Bonus*—Bonus for the years 1956, 1957, 1958, 1959 and 1960 will be paid to every workman covered by this settlement and who has been in service of the Company continuously for 30 days or more during the year for which bonus is payable, at the rate of 1/3rd of the basic wages earned by each workman during the year in question. The interim payment of bonus for the years 1956 and 1957 already made will be deducted from the amount thus due. In case of workmen who were dismissed for misconduct involving any financial loss to the Company, the amount of such loss shall be deducted from the bonus payable.

(vi) *Contract Labour*—In order to allay the workers' apprehension regarding transfer of jobs to contractors the management shall secure gradual reduction/elimination of the contract system of labour where feasible.

(vii) *Grievance Procedure*—A grievance procedure has been evolved under which every workman will have the right to present any personal grievance to his immediate superior and thereafter if still dissatisfied, to each level of authority up to the District Manager.

The benefits granted under this settlement will not be admissible to the part-time labour employed by the Company.

### NEWS IN BRIEF

*National and Grindlays Bank Disputes*—The management and employees' union of the National and Grindlays Bank, Delhi agreed to settle their disputes by mediation. This agreement was reached on the 20th July 1959 at the intercession of the Union Minister for Labour and Employment. The employees agreed to take recourse to voluntary arbitration, if mediation failed, and the management agreed to consider adoption of such a course.

**U N Seminar on Management of Public Industrial Enterprises**—A seminar of Management of Public Industrial Enterprises in the region of Asia and the Far East organised by the United Nations in cooperation with the Government of India will be held in New Delhi from December 1 to 11, 1959. Representatives of the sixteen countries of the ECAFE region will participate in the seminar. The purpose of the Seminar is to bring together actively working managers of public industrial enterprises from the countries of the region. The participants will discuss procedures and problems of such enterprises as viewed from the managerial point of view. The emphasis will be on the peculiar position of public enterprises as contrasted with private industrial plants on the one hand, and regular departmental activities of Government on the other hand.

**Employment Exchanges**—The Employment Exchanges secured jobs for 25,537 persons during May 1959. Of these, 5,551 were employed under the Central Government, 14,552 under the State Governments, 3,113 under the quasi-Government establishments and local bodies and the rest under other employers. The number of persons registered with the Exchanges and the number of vacancies notified to the Exchanges during May 1959, were 1,94,396 and 44,122 respectively. The number of employers who utilised the services of the Exchanges during the month was 7,888.

**Employment Situation in Madras State**—The number of registrations at the exchanges, the number of placements effected and the number of employers utilising the services of exchanges during the month of June 1959 in the Madras State were 24,117, 2,680 and 1,004 respectively. The number of applicants on the Live Register was 1,24,817 at the end of June 1959.

**Vocational and Technical Training**—The number of persons undergoing training in various vocational and technical trades under the Craftsmen and Displaced Persons Training Scheme was 27,080 at the end of June 1959. This, *inter alia*, included 967 women and 2,913 displaced persons. There were 407 Instructor trainees at the Central Training Institutes Koni-Bilaspur and Aundh and 32 women instructor trainees at the Industrial Training Institute for Women at New Delhi, at the end of June.

**Scheme for Training of Craftsmen in Rajasthan**—The Government of Rajasthan have started a scheme for training of craftsmen in better technique of production in trades such as lock-making, carpentry, cooperative organising, foot-wear, wire nails manufacturing, katha manufacture, lead pencils manufacture, paints and varnishes, wood seasoning, dyeing and printing, blacksmithy, electrician's work, gas and electric welding and lac utilisation. The selected trainees are granted stipends ranging from Rs 60 to 75 per month and also the travelling charges for the journey undertaken in connection with the training.

**Night Shelters for the Homeless**—The Central Social Welfare Board has sanctioned a grant of Rs 2.07 lakhs for one year for setting up 38 night shelters in various States, viz., seven in Uttar Pradesh, five each in Andhra Pradesh, Bihar and Punjab, four each in Kerala, and Mysore, two each in Bombay and Rajasthan and one each in Jammu and Kashmir, Madras, Orissa and Madhya Pradesh. These shelters are meant for the use of working people such as labourers, hawkers, etc.

**Employees' State Insurance Scheme**—With the extension of the Employees' State Insurance Scheme to more areas in Kerala from the 11th July 1959, the total number of workers who will get benefit of the scheme in the State will be 45,000

Medical benefits under the Scheme have been extended to the families of insured persons in certain specific areas of Rajasthan from the 28th June 1959 and in certain specific areas of Madhya Pradesh from the 15th February and the 1st March 1959

**Constitution of the Works Council in the State-Owned Industrial Undertakings in Uttar Pradesh**—The Government of Uttar Pradesh have directed by an order that every industrial undertaking owned by the State Government in Uttar Pradesh employing 100 or more workmen, the U. P. Cooperative Bank Ltd. (including its branches), the U.P. Cooperative Federation Ltd (including its branches), and the Cooperative Milk Supply Unions (including their branches) shall each constitute a Works Council composed of the representatives of the management and the workmen. The main objects of the Works Council are to provide a recognised means of consultation between the management and the workmen to promote measures for securing and preserving amity and good relations between them, to prevent friction and to encourage proper understanding

**Permanent Conciliation Board for State Owned Industrial Undertakings in Uttar Pradesh**—The Government of Uttar Pradesh have decided to set up a permanent Conciliation Board for the settlement of industrial disputes between the State-owned Undertakings, U.P. Cooperative Bank Ltd. (including its branches), the U.P. Cooperative Federation Ltd. (including its branches) and Cooperative Milk Supply Unions (including their branches) and their workmen. The headquarters of the Board will be at Lucknow

**Minimum Wages for Agricultural Labour in Madras**—The Government of Madras have issued a preliminary notification under Section 5(1)(b) of the Minimum Wages Act, 1948 publishing the proposed minimum wages to be fixed under the said Act for the employment in agriculture. In the draft notification minimum wages for certain categories of workers have been specified

**Works Committee in Rajasthan during 1958**—The number of undertakings which were required to constitute Works Committees under the Industrial Disputes Act 1947 was 56 at the end of December, 1958. Of these thirty-three had constituted such Committees by the end of 1957. Five Committees ceased to function and two were newly constituted during 1958. Thus, 30 Works Committees were in existence at the end of 1958

### Foreign

#### COMPENSATION FOR THE REDUNDANT WORKER IN BRITAIN

In Britain, the issue of compensating redundant workers has come to the fore for various reasons. Perhaps the most important reason is the impact of industrial changes which brings with it schemes of modernisation and rationalisation. The higher level of unemployment in the past winter has been another important reason

Several important compensation agreements have been negotiated during the last few months in the cotton and gas industries, the railway workshops, and the engineering and maintenance services of the British Overseas Airways Corporation. With the increasing consciousness that where large numbers of workers lose their jobs through major changes in industry some form of compensation should be available, the list continues to grow.

Most schemes already in force all into two main categories—first, where workers receive a fixed sum, often a week's pay, for every year of service, the other is to give a long period of notice so that the worker can in the meantime look for another job. Another variation is to pay the redundant worker the surrender value of his policy under the works pension scheme. Some schemes have been negotiated to cover special circumstances. For example, extensive reorganisations in the contracting cotton industry has led to a scheme whereby workers receive varying amounts—from one week's pay for a worker of 21 years, to 30 weeks for a worker of 65 or over. At times there is a qualifying period before the provisions relating to compensation become applicable. In gas, for example, five years in the industry are necessary, in coal, the minimum period is two years.

During the period they are looking for a new job, the redundant workers may get compensation either as a lump sum or in weekly payments. In gas industry, where two-thirds of the normal weekly wage is paid for each year of service up to a maximum of 13 weeks, workers receive a lump sum with additions for the over-45s. On the other hand, the redundant coal miners are paid compensation weekly at two-thirds the minimum wage, less State unemployment benefit, until other work is found or 26 weeks have elapsed. In the railway workshops, such workers receive two-thirds of their normal pay, less unemployment benefit—the rates ranging from a fortnight after three years' service up to 13 weeks after 40 years' service, irrespective of the fact whether work is found or not. In case no work can be found, payments go on for double the period.

The surveys of redundancy schemes in British industry conducted by various organisations reveal that these are of wide variety and that most of them have been negotiated by the unions and the firms and industries concerned. One of the most ingenious schemes has covered workers in hand tinplate mills where traditional skills have had to give way to strip mills. The tinplate workers thus rendered redundant received one point for each year of service under 46 years of age, and two points for each year after that. Highest paid workers had a larger sum per point than the less skilled.



Among the industries where compensation schemes have been evolved under special circumstances like the rationalisation programme, economy reasons, and modernisation are the coal mining, London Transport and Railway Workshops.

Although under the national insurance scheme, the State pays a weekly benefit to all contributors who are out of work, the unions have been able to argue with success that some form of compensation is essential to ease the period of transition and should be additional to unemployment benefit. Trade unions in Britain have frequently shown that they do not oppose change in the interests of efficiency, better working conditions, and higher living standards but have stressed that compensation is necessary to cushion the change where it becomes unavoidable.

(Source: British Information Services, BF. 1497)

### POPULATION TRENDS IN THE U S

Out of a total of 175 million, the present working population of America is 70 million. By 1965, it is expected to go up to 79.2 million. At present there are 13 million people working on shifts, but this figure is moving rapidly upwards. About 2 lakh people per year are received as immigrants. During the past 59 years, the average working life of people has increased from 32 to 42 years. According to an estimate of the U. S. Department of Labour, the country will need to have 74 million employed by 1965—with an output of \$7,500 per worker compared with \$6,150 in 1950. The Department also forecasts that the number of hours worked per year may be reduced. In fact, a six per cent reduction in the hours of work may be obtained by 1965. Longer vacations, more statutory holidays and a shorter working day are predicted with confidence. Some unions are already pressing for a 35-hour week on the basis that people must be kept employed by a re-distribution of hours and consequently a spreading of earnings. By 1965, the U. S. labour balance sheet should look like this.

Civilian employment	.	.	.	74.4	million
Armed forces	.	.	.	2.6	"
Minimum unemployment	.	.	.	2.4	"
				<hr/>	
				79.4	million

In 1955, there were 20.9 million women in the labour force. By 1965, their number is expected to go up to 26.2 million. Most of this increase will be in the youngest and oldest age groups. More than half of the increase in the total labour force during the decade 1955—65 will be women.

(Source: Industrial Welfare, May-June 1959)

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest published in periodicals received in the Labour Bureau are mentioned below :—

*Labour Bulletin (The Superintendent, Printing and Stationery, U P Allahabad)* December 1958—Motion Study in Industry.

*Bulletin of the International Social Security Association (The General Secretariat of the ASSA 154 rue de Lansaune, Geneva)*, April, 1959—(i) Problems of Sickness Insurance and (ii) Regulations concerning Insurance coverage of Minor Illnesses—some observations based on a Recent Experiment in Italy

*Labour Gazette (Commissioner of Labour, Government of Bombay)*, June, 1959—Employment conditions in the Shops and Commercial Establishments in certain Towns in Bombay State

*Occupational Health Bulletin (Occupational Health Division of the Department of National Health and Welfare, Ottawa)*, April, 1959—Safety Measures to be observed in the use of Insecticides

*The Indian Worker (17, Janpath, New Delhi)*, April 27, 1959—Industrial Relations in West Bengal.

*The Economic Review (104, Apollo Street, Fort, Bombay)*, July 4, 1959—Human Relations and Productivity.

*The Eastern Economist (52, Janpath, New Delhi)* July 10, 1959—Spot light on Social Welfare.

*Indian Finance (116, Lower Circular Road, Calcutta)*, June 27, 1959 and July 18, 1959—Rural Manpower and Productivity Movement—A World Perspective.

*Capital (5, Mission Row, Calcutta)*, July 23, 1959—Unemployment and the Plans.

*American Federationist (AFL-CIO Building, 815, Sixteenth Street N W, Washington)*, May-June, 1959—"Right to Work" Laws Sow the Seeds of Depression.

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N.B.—1. For Scope and Limitations of the Statistics presented, kindly see the January, 1939 issue of the Indian Labour Gazette

2. The following symbols have been used throughout the Tables

. . . Not available.

—Nil or Negligible.

(R) Revised.

(P) Provisional.

## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957(1)	1958(1) First half
Andhra Pradesh	2,01,339	1,91,440	2,12,457
Assam	74,698	71,415	60,430
Bihar	1,76,810	1,80,210	1,77,603
Bombay	10,51,878	10,77,944	9,88,928
Jammu & Kashmir	7,176		
Kerala	1,65,196	1,75,505	1,10,683
Madhya Pradesh	1,68,176	1,54,738	1,53,697
Madras	3,07,667	3,24,617	3,12,166
Mysore	77,107	1,12,618	1,32,962
Orissa	21,614	24,730	24,584
Punjab	91,083	99,147	86,878
Rajasthan	44,832	48,159	50,874
Uttar Pradesh	2,73,737	2,82,987	2,70,832
West Bengal	6,81,197	6,88,092	6,71,178
Andaman & Nicobar Islands	3,875	2,808	2,562
Delhi	71,077	77,337	77,236
Himachal Pradesh	1,054	1,175	1,724
Manipur	294	120	
Tripura	1,961	1,933	1,473
Total	34,01,399		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu and Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available.

Sources, Chief Inspectors of Factories State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
April 1958	69,769	2,34,844	1,51,213	2,39,977	6,95,803
May	70,365	2,35,810	1,70,124	2,41,338	6,97,637
June	70,990	2,36,207	1,51,067	2,43,434	7,03,298
July	71,545	2,37,531	1,73,231	2,42,971	7,05,288
August	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September	72,675	2,38,409	1,56,242	2,42,887	7,10,271
October	72,745	2,38,636	1,55,961	2,43,211	7,10,553
November	73,061	2,39,193	1,57,423	2,42,824	7,12,501
December	73,801	2,39,777	1,57,410	2,43,471	7,14,259
January 1959	73,851	2,39,743	1,57,812	2,44,273	7,15,659
February	73,749	2,40,519	1,58,225	2,44,452	7,16,945
March	74,169	2,41,319	1,58,267	2,45,714	7,19,369
April	74,667	2,42,260	1,58,953	2,45,987	7,21,867

Sources, Directorate General of Resettlement and Employment.

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING MAY, 1959

State	Total No. of Workers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Andhra Pradesh	13,637	5,554	3,411	1,907	10,872
Bihar	751	411	262	—	673
Bombay	4,96,936	2,37,672	1,63,190	36,102	4,24,963
Kerala	11,417	5,450	2,832	1,431	9,713
Madhya Pradesh	54,478	21,370	15,816	3,783	42,969
Madras	1,20,099	58,899	33,347	10,115	1,02,351
Mysore	31,360	15,631	7,657	1,656	24,944
Orissa	5,249	1,660	1,317	1,337	4,314
Punjab	9,502	3,972	2,691	1,730	7,393
Rajasthan	11,490	7,944	3,315	777	9,886
Uttar Pradesh	51,718	21,117	16,021	8,814	44,952
West Bengal	43,620	20,889	12,662	7,066	40,617
Delhi	21,019	8,364	5,232	4,512	18,108
Pondicherry	8,770	4,774	1,819	1,310	5,903
Total (May, 1959)	8,81,932	4,09,227	2,58,233	80,436	7,47,896
Total (April, 1959)	8,88,561	4,14,443	2,61,787	81,210	7,57,440
Total (May, 1958)	9,09,782	4,12,909	2,58,589	80,917	7,51,415
Average (1958)	9,00,166	4,21,916	2,62,379	82,803	7,67,150

Source : Office of the Textile Commissioner (Ministry of Commerce and Industry), Government of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

1	April 1959	March 1959	April 1958	Average 1958
<i>Underground</i>				
Average Daily Number of Workers Employed	2,08,188	2,14,777	2,09,547	2,08,203
Total Number of Man shifts Worked	73,77,095	53,67,019	31,17,391	33,18,780
<i>Open Workings</i>				
Average Daily Number of Workers Employed	40,873	43,970	40,473	40,973
Total Number of Man shifts Worked	10,37,022	11,11,913	10,40,347	10,47,835
<i>Surface</i>				
Average Daily Number of Workers Employed	1,13,984	1,16,886	1,14,743	1,14,721
Total Number of Man shifts Worked	29,47,870	29,28,168	20,18,461	29,31,242
<i>Total</i>				
Average Daily Number of Workers Employed	3,43,007	3,75,433	3,14,763	3,43,899
Total Number of Man shifts Worked	93,59,965	94,05,132	94,35,204	92,97,857

Source : Chief Inspector of Mines, Dhanbadi.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING MAY, 1959

State 1	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed 2	Worked One shift 3	Worked Two shifts 4	Worked Three shifts 5	Total No. of Mills 6
Andhra Pradesh . . . . .	2	1	5	5	13
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	20	9	68	101	199(1)
Kerala . . . . .	—	—	6	7	13
Madhya Pradesh . . . . .	1	3	9	6	19
Madras . . . . .	5	4	71	50	133(3)
Mysore . . . . .	3	2	4	7	17(1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	1	—	2	4	8(1)
Rajasthan . . . . .	4	—	5	2	11
Uttar Pradesh . . . . .	7	2	5	9	24(1)
West Bengal . . . . .	2	2	5	21	30
Delhi . . . . .	—	—	—	4	4
Pondicherry . . . . .	—	—	—	2	3(1)
Total (May, 1959) . . . . .	48	24	181	210	480(8)
Total (April, 1959) . . . . .	45	23	187	217	480(8)
Total (May, 1958) . . . . .	40	43	189	198	477(7)
Average (1958) . . . . .	41	33	182	213	469(9)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on staple fibres.

Source: Office of the Textile Commissioner, (Ministry of Commerce and Industry), Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN MAY 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State 1	No. of Weaving Departments of Composite Mills which during the Month				
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	Total No of Mills 6
Andhra Pradesh . . . . .	—	—	—	2	2
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	15	5	121	32	173
Kerala . . . . .	—	1	3	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	8	2	10	5	25
Mysore . . . . .	4	2	5	—	22
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	3	1	9
Uttar Pradesh . . . . .	5	—	4	8	17
West Bengal . . . . .	1	—	10	6	17
Delhi . . . . .	—	—	1	3	4
Pondicherry . . . . .	—	—	1	2	3
Total (May, 1959) . . . . .	40	13	173	66	292
Total (April, 1959) . . . . .	39	13	173	67	292

Source: Office of the Textile Commissioner, (Ministry of Commerce and Industry), Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING JUNE, 1959

State	No. of Exchanges at the end of the Month	No. of Registrations during the Month	No. of Applicants placed in Employment during the Month	No. of Applicants on the Live Registers at the end of the Month	No. of Employers using the Exchanges during the Month	No. of Vacancies notified during the Month	No. of Vacancies being dealt with at the end of the Month
1	2	3	4	5	6	7	8
Andhra .	19	17,932	2,423	89,783	600	2,334	5,216
Assam .	12	8,437	186	31,546	91	497	1,685
Bihar .	20	9,930	770	61,603	290	3,111	11,083
Bombay .	31	39,271	3,930	1,87,520	1,235	4,730	14,552
Delhi .	1	10,007	637	64,328	346	1,241	2,297
Himachal Pradesh.	2	743	95	3,431	40	169	356
Jammu & Kashmir	2	395	30	1,192	25	43	228
Kerala .	9	8,786	538	1,24,136	242	1,447	2,201
Madhya Pradesh.	15	13,904	1,951	48,767	395	4,090	9,409
Madras .	13	24,117	2,680	1,24,817	1,014	5,072	6,572
Manipur .	1	829	17	6,149	33	109	418
Mysore .	11	9,081	1,143	45,033	312	1,607	3,009
Orissa .	9	4,834	754	22,126	198	1,606	3,077
Pondicherry .	1	343	9	2,269	7	12	142
Punjab .	18	16,293	3,167	55,665	930	3,483	5,450
Rajasthan	14	12,905	1,211	42,949	515	3,007	6,073
Tripura .	1	529	91	3,214	16	116	186
Uttar Pradesh	33	34,818	5,477	1,51,891	1,185	6,587	10,735
West Bengal.	17	17,725	1,393	2,16,422	236	1,697	6,697
Central Estab. lishment co ordi- nation office.	—	—	—	—	75	412	2,103
Total (June, 1959)	231	2,29,802	25,531	12,87,783	7,795	41,379	92,379
Total (May, 1959)	229	1,94,396	25,537	12,52,214	7,838	44,122	89,503
Total (June, 1958)	200	1,94,819	18,945	10,01,573	6,361	29,144	62,000
Average (1958)	212	1,91,657	19,443	11,83,299	6,495	30,407	64,680

Source—Directorate General of Resettlement and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON THE LIVE REGISTERS BY STATES AT THE END OF JUNE, 1959

State	Number of Applicants on the Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra Pradesh	455	3,417	25,570	5,680	3,155	44,785	6,814	80,783
Assam	153	3,035	3,712	52	517	22,781	1,293	31,546
Bihar	311	8,070	9,445	631	1,753	38,925	2,270	61,005
Bombay	1,666	9,408	61,507	9,617	5,152	88,639	11,531	1,87,720
Delhi	1,428	5,427	16,765	3,622	7,327	27,513	2,648	64,328
Himachal Pradesh	29	150	377	497	95	5,031	253	3,451
Jammu & Kashmir	15	83	208	56	75	594	161	1,102
Kerala	775	8,991	45,041	8,316	4,098	53,756	3,109	1,24,156
Madhya Pradesh	371	7,239	7,901	5,535	1,594	23,116	2,407	48,767
Madras	617	6,857	30,735	14,083	4,287	63,770	4,408	1,24,817
Manipur	65	250	689	1,232	24	2,961	1,021	6,140
Mysore	625	3,276	12,585	5,644	947	19,787	2,209	45,023
Orissa	251	4,573	3,709	197	749	9,951	2,190	22,122
Pondicherry	4	112	337	217	89	1,984	125	2,269
Punjab	559	2,614	12,734	4,468	2,371	27,796	4,603	57,663
Rajasthan	391	1,164	6,620	11,278	1,585	19,537	2,406	42,549
Tripura	8	204	152	614	107	1,152	977	3,214
Uttar Pradesh	1,328	14,104	48,451	3,161	7,587	79,929	6,671	1,50,831
West Bengal	1,774	21,605	47,330	539	3,404	34,791	6,979	2,16,423
Total (June, 1959).	11,033	1,00,458	3,33,568	75,925	44,938	6,69,146	62,675	12,87,743
Total (May 1959).	9,942	98,107	3,17,085	63,555	46,705	3,77,218	59,602	12,52,214
Total (June, 1958).	6,730	70,919	2,80,640	59,083	33,873	7,00,187	48,141	10,01,573
Average (1958)	7,418	78,326	2,87,278	54,662	38,926	5,32,435	50,132	10,49,176

Source—Directorate General of Recruitment and Employment



TABLE 9—TRAINING STATISTICS DURING JUNE, 1959

State	No. of Institutes for training Craftsmen			No. of persons undergoing Training			No. of persons undergoing Training			D. P. Training Scheme			National Apprenticeship scheme	Evening classes for Industrial workers scheme
	Engi- neering	Non- engi- neering	Total	taking training	Apprentice rental	shop training	Engi- neering trades	Non- engi- neering trades	Non- engi- neering trades for women only	Total	Engi- neering trades	Non- engi- neering trades		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Andhra Pradesh	9	—	—	—	1	—	2,166	43	—	2,209	—	16	—	103
Assam	2	—	—	—	—	—	417	30	—	467	54	—	70	—
Bihar	6	—	—	—	—	—	1,537	64	—	1,601	53	—	55	70
Bombay	15	—	—	—	1	—	2,060	29	—	2,089	94	—	107	107
Bombay & Kashmir	2	—	—	—	—	—	93	36	—	129	—	—	—	—
Kerala	1	—	—	—	—	—	1,271	—	—	1,271	—	—	—	—
Madhya Pradesh	8	—	—	—	—	—	1,327	46	—	1,373	—	—	—	—
Madras	9	—	—	—	—	—	1,635	—	—	1,635	—	—	—	—
Mysore	13	—	—	—	—	—	1,323	74	—	1,397	—	—	—	—
Orissa	5	—	—	—	—	—	712	40	—	752	54	—	54	—
Punjab	18	3	—	—	—	—	2,068	119	—	2,187	791	108	790	—
Rajasthan	4	—	—	—	—	—	736	—	—	736	—	—	—	—
Rajasthan	13	—	—	—	—	—	3,624	413	—	4,037	37	—	165	—
Uttar Pradesh	9	—	—	—	—	—	1,881	120	—	2,001	926	—	1,172	—
West Bengal	8	—	—	—	—	—	1,087	160	—	1,247	313	—	143	—
Delhi	6	—	—	—	—	—	165	29	—	194	—	—	—	—
Himachal Pradesh	2	—	—	—	—	—	50	—	—	50	—	—	—	—
Mysore	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Total June, 1959	125	5	3	133	10	10	22,454*	1,230†	493	24,167	2,442	771‡	2,913	498
Total, May, 1959	125	5	3	133	10	10	22,607	1,253	494	24,416	2,173	775	2,048	553

\* Includes 50 women.

† Includes 307 women.

‡ Includes 131 women.

Statistics a break up of these figures is not available

## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

State	1956		1957	
	Total earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)	Total earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)
1	2	3	4	5
Andhra Pradesh . . .	75,414	594.9	81,811	1,030.8
Assam . . . . .	47,050	1,525.9	50,307	1,833.0
Bihar . . . . .	1,65,145	1,235.6	1,73,448	1,299.2
Bombay . . . . .	10,99,521	1,414.8	11,11,147	1,452.6
Kerala . . . . .	56,949	735.9	48,187	805.0
Madhya Pradesh . . .	33,256	982.4	78,291(P)	1,138.7(P)
Madras . . . . .	2,22,576	950.1	2,00,313	978.9
Mysore . . . . .	28,038	852.5	14,830	987.3
Orissa . . . . .	14,923	948.5	17,069	956.8
Punjab . . . . .	48,786	991.0	60,660	955.3
Rajasthan . . . . .	12,513	769.6	13,498	907.1
Uttar Pradesh . . . .	2,32,342	1,014.1	2,56,189	1,077.5
West Bengal . . . . .	6,49,281	1,141.6	6,67,168	1,173.6
A. & N. Islands . . .	2,609	688.8	1,845	657.1
Delhi . . . . .	67,764	1,486.9	72,268	1,493.4
Tripura . . . . .	643	854.3	555	933.0
All the above States . .	27,56,630	1,168.8	29,07,606(P)	1,233.9(P)

\*Relate to re-organised States and exclude Railway workshops and factories belonging to groups Food, Beverages, Tobacco and Gins and Presses.

Source—Annual Reports on the Working of the Payment of Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

1	April 1959 2	March 1959 3	April 1958 4	Average 1958 5
<i>Jharlia</i>				
Basic Wages . . . . .	9 11	8 97	8 56	8 71
Dearness Allowance . . . . .	11 98	11 63	11 23	11 63
Other Cash Payments . . . . .	1 37	1 91	1 37	1 64
<b>Total</b> . . . . .	<b>22 96</b>	<b>22 51</b>	<b>21 16</b>	<b>21 98</b>
<i>Raniganj</i>				
Basic Wages . . . . .	8 40	8 46	8 21	8 24
Dearness Allowance . . . . .	11 73	11 85	11 05	11 02
Other Cash Payments . . . . .	2 07	2 02	1 39	1 68
<b>Total</b> . . . . .	<b>22 20</b>	<b>22 33</b>	<b>20 65</b>	<b>20 94</b>

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State 1	Dearness Allowance				
	Minimum Basic Wages 2	June 1959 3	May 1959 4	June 1958 5	Average 1958 6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30 00	85 20	83 50	79 80	81 58
Ahmedabad . . . . .	28 00	85 77	83 45	72 30	75 31
Sholapur . . . . .	26 00	45 50	45 50	39 00	44 01
Baroda . . . . .	26 00	77 19	75 11	65 07	67 78
Indore . . . . .	30 00	69 06	69 06	52 31	65 17
Nagpur . . . . .	26 00	62 83	62 43	54 34	61 99
Madras . . . . .	26 00	60 37	68 87	63 81	65 84
Kanpur . . . . .	30 00	56 87	56 87	55 16	58 48
West Bengal . . . . .	28 17	32 60	32 60	30 00	31 25

Source—Monthly Returns on Dearness Allowance.

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month 1	Miners and Loaders		Output per Man-shift for			
			All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons 2	Kilograms 3	Tons 4	Kilograms 5	Tons 6	Kilograms 7
April 1959 . . . . .	1 15	1,168 46	0 62	629 95	0 43	436 90
March 1959 . . . . .	1 13	1,148 14	0 61	619 79	0 42	426 74
April 1958 . . . . .	1 12	1,137 98	0 59	599 47	0 40	406 62
Average 1958 . . . . .	1 15	1,168 46	0 59	599 47	0 42	426 74

Source—Chief Inspector of Mines Dhanbad.

## Industrial Disputes

TABLE 14—BY STATES

Industrial Disputes Resulting in Work Stoppages during June 1959

State	Starting During the Month			Continued from Previous Month			In Progress During the Month		
	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Total of Average Number of Workers Involved	Man-Days Lost During the Month
1	2	3	4	5	6	7	8	9	10
Andhra Pradesh	4	499	567	1	1,509	1,500	5	2,028	19,413
Assam	3	421 (2)	2,688	—	—	—	3	1,706 (1)	9,977 (1)
Bihar	9	8,899	10,138 (2)	2	108	—	11	8,797	27,065
Bombay	30	16,383	31,726	12	7,891	8,083	42	21,783	83,482
Kerala	—	—	—	2	14 (1)	14 (1)	2	14 (1)	248 (1)
Madhya Pradesh*	1	597	717	1	1,206	1,800	2	3,753	31,806
Madrass	10	2,474	46,304	9	14,601	17,859	19	17,175	3,78,212
Mysore	4	827	15,262	3	1,283	1,289	7	2,001	32,793
Orissa	—	—	—	3	3,433	4,635	3	2,770	59,668
Punjab	2	86	96	—	—	—	2	81	120
Rajasthan	2	200 (1)	200 (1)	1	200	200	1	406 (1)	4,400 (1)
Uttar Pradesh	7	1,776 (2)	2,590 (2)	—	—	—	7	1,618 (2)	1,719 (2)
West Bengal	27	12,474	29,012	18	1,119	1,140 (1)	47	10,823	1,19,691
Dalu	1	393	477	—	—	—	1	370	1,512
Manipur	—	—	—	—	Nil	—	—	—	—
Tripora	—	—	—	—	Nil	—	—	—	—
Total June, '59	102	44,707 (5)	1,33,389 (7)	52	35,537 (1)	39,512 (4)	154	77,758 (5)	7,89,798 (5)
" May, '59	84	44,315 (1)	73,641 (10)	47	15,449 (1)	1,5742 (2)	131	51,753 (4)	3,54,317 (4)
" June, '58	117	1,49,339	2,15,315	47	16,267	19,136	164	1,02,347	15,93,111
(Monthly Average) 1958	124	70,272	1,33,290	3	1,108	3,543	127	—	6,49,739

The figures in brackets show the number of cases for which the relevant information is not available

Returns not received from the State Governments of Jammu &amp; Kashmir, Madhya Pradesh and Union Territories of Andaman &amp; Nicobar Islands &amp; Himachal Pradesh

\*Information relates to Central Sphere Undertakings only.

Source—Monthly Returns on Industrial Disputes.

TABLE 15.—By Industries

Industry	No. of Disputes in Progress	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	Total No. of Man-days Lost during		
				June 1959	May 1959	April 1959
1	2	3	4	5	6	7
<i>Agriculture, Forestry, Fishing etc.</i>						
Tea Plantations	6	2,663 (2)	6,498	13,169 (1)	1,196	2,422
Rubber Plantations	5	2,705 (2)	6,310	9,061 (1)	1,196	1,911
Other Plantations	1	198	158	4,108	—	320
	—	—	—	—	—	141
<i>Mining and Quarrying</i>						
Coal Mining	14	7,781	22,350 (9)	73,316	45,091	55,820 (1)
Iron Ore Mining	7	6,667	3,473 (2)	60,322	26,372	34,052
Gold	1	168	188	4,308	10,105	12,478
Stone Quarrying (Lime and Sand Pits)	1	620	15,407	710	102	—
Mica	1	200	200	4,200	6,060	5,200
	1	220	922	2,000	700	180
Others (Non-Metals, Mining and Quarrying not else where classified)	1	66	—	1,716	609	3,010 (1)

TABLE 15—By Industries—contd.

1	2	3	4	5	6	7
23—Manufacturing . . . . .	98	54,415 (4)	1,254,903 (6)	6,60,017 (4)	2,00,304 (2)	2,98,381 (3)
20. Food (Except Beverages) . . . . .	3	270 (1)	328 (1)	940 (1)	1,284	3,042 (2)
Flour Mills . . . . .	2	270	328	940	—	1,905
Rice Mills . . . . .	—	—	—	—	—	1,035 (2)
Dal Mills . . . . .	—	—	—	—	—	102
Sugar Mills . . . . .	1	—	—	—	—	—
Others (Miscellaneous Food Preparations) . . . . .	—	—	—	—	1,284	—
21 Beverages . . . . .	1	85	188	85	0,000	7,044
Distilleries and Breweries (including Power Alcohol Manufacturing).	—	—	—	—	0,000	0,854
Others . . . . .	1	85	188	85	—	190
22 Tobacco . . . . .	2	132	213	838	—	—
Cigarette . . . . .	1	82	135	53	—	—
Others . . . . .	1	60	78	785	—	—



TABLE 15—By Industries—contd

1	2	3	4	5	6	7
29. <i>Leather and Leather Products (Except Footwear)</i>	—	—	—	—	—	21,252
Tanning and Leather Finishing . . .	—	—	—	—	—	21,252
30. <i>Rubber and Rubber Products</i>	2	2,839	6,700	2,104	—	1,000
Tyre . . . . .	2	2,839	6,700	2,104	—	—
Others . . . . .	—	—	—	—	—	1,000
31. <i>Chemicals and Chemical Products</i>	5	6,59	745	744	18,911	10,196
Heavy Chemicals . . . . .	1	17	103	22	289	514
Others (Basic Industrial Chemicals) . . . . .	—	—	—	—	—	24
Medicinal and Pharmaceutical Products . . . . .	—	—	—	—	158	955
Soap . . . . .	—	—	—	—	143	—
Paints, Varnishes and Lacquers, etc. . . . .	—	—	—	—	—	5,587
Lac (Including Shellac) . . . . .	1	259	250	6,500	6,700	6,709
Others (Miscellaneous) . . . . .	3	392	342	942	1,230	2,023
32. <i>Non-Metallic Mineral Products (Except Products of Petroleum and Coal)</i>	2	2,519 (1)	3,101 (2)	47,280 (1)	60,163 (1)	28,803 (1)
Structural Clay Products . . . . .	1	53	—	27	1,500	174
Glass and Glass Products (Except Optical Lenses) . . . . .	2	246	294	2,746	3,032	2,710
Cement . . . . .	2	2,170	2,720	14,466	11,815	25,945



Misc Industries . . . . .	—	—	—	—	3,770	—
Others (Non-metallic Mineral Products not elsewhere classified).	2	50 (1)	87 (1)	150 (1)	..	64 (1)
34. Basic Metal Industries . . . . .	4	122	709	8,946	10,058 (1)	6,913
Iron and Steel . . . . .	1	104	104	2,206	1,098	—
Rolling into Basic Forms . . . . .	1	40	125	80	—	—
Other Processes . . . . .	2	280	280	6,560	8,060 (1)	1,813
35. Manufacture of Metal Products (Except Machinery and Transport Equipment).	18	7,258	9,305	21,478	8,600	22,547
36. Machinery (Except Electrical Machinery) . . . . .	3	357	438	4,710	—	16,057
37. Electrical Machinery, Apparatus, Appliances and Supplies.	9	4,078	4,242 (1)	79,260	43,570	20,600
Electrical Machinery . . . . .	3	1,261	1,261	10,397	13,900	3,600
Electric Fans, Radiators and Other Accessories . . . . .	2	253	297	1,017	1,580	—
Storage Batteries . . . . .	1	1,472	1,633	1,472	—	—
Others . . . . .	3	1,072	1,071 (1)	26,784	26,000	26,000
38. Transport Equipment . . . . .	2	83	83	1,017	600	34,360
Ship Building . . . . .	—	—	—	—	—	33,600
Bicycles . . . . .	2	83	83	1,017	600	760

TABLE 15—By Industries—concl'd.

1	2	3	4	5	6	7
39. Miscellaneous . . . . .	—	—	—	—	63	—
4 Construction . . . . .	5	3,226	3,299	11,626	4,440	2,980
Construction, Repair and Demolition of Buildings	3	2,927	3,000	11,327	4,440	1,680
Hydro-electric Projects . . . . .	—	—	—	—	—	320
Others . . . . .	2	299	299	299	—	—
5. Electricity Gas Water and Sanitary Services . . . . .	6	1,566	1,791	2,779	943	870
Sanitary Services . . . . .	6	1,566	1,791	2,779	943	870
6. Commerce . . . . .	7	1,839	2,291	4,417	35	544
Banks and Other Financial Institutions . . . . .	7	1,839	2,291	4,417	35	513
Life Insurance . . . . .	—	—	—	—	—	31
7. Transport and Communication (other than Workshops)	6	2,168	4,625	985	3,689 (2)	18,202 (1)
Railways . . . . .	1	639	650	244	1,906	5,036
Motor Transport . . . . .	—	—	—	—	—	540

Ocean Transport (Seamen) . . . . .	—	—	—	—	—	—	—
Docks and Ports . . . . .	5	1,708	3,975	741	970 (1)	355 (1)	11
Others, Water Transport (Except Ocean Transport)	—	—	—	—	813 (1)	11,360	—
8. <i>Services</i> . . . . .	4	3,713	3,909	18,646	1,040	1,020	—
Government Services . . . . .	2	3,797	3,717	17,105	132	—	—
Medical and Other Public Health Services . . . . .	—	—	—	—	50	—	—
Motion Picture Production, Distribution and Projection,	1	100	176	1,300	1,317	1,513	—
Restaurants, Cafes, Hotels, etc. . . . .	—	—	—	—	347	—	—
Other Personal Services . . . . .	1	16	16	240	410	408	—
9. <i>Activities not adequately described</i> . . . . .	8	1,263	1,285	3,843	6,870	3,583	—
Total	154	78,244 (6)	1,71,921 (9)	7,88,708 (5)	3,74,517 (4)	3,83,741 (5)	—

The figures given in brackets relate to the number of cases for which the relevant information is not available

Source - Monthly Returns of Industrial Disputes.

TABLE 16—By Causes and Results

(x) Number of Fresh Disputes

(y) Maximum Number of Workers Involved

(z) Number of Man-days Lost

(a) Number of Disputes Terminated

(b) Total of *Average* Number of Workers Involved

(c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in June, 1959			Cause	Disputes Terminated in June 1959 by Result to Workers														
(x)	(y)	(z)		Successful			Partially Successful			Unsuccessful			Indefinite			Result Not Known		
				(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
21	7,100	33,507	Wages & Allowances.	7	3,090	13,335	2	320	11,680	9	4,858	51,154	7	787	3,512	—	—	—
6	472	1,724	Bonus	3	231	646	—	—	—	1	82	3	1	40	785	—	—	—
30	12,770	61,321	Personnel	6	967	3,944	3	1,314	13,220	17	6,012	14,946	3	403	12,833	1	53	2,624
3	1,000	6,769	Retrenchment	1	200	200	1	90	3,330	2	1,739	6,559	1	83	706	—	—	—
4	1,468	1,630	Leave & Hours of Work	2	148	146	—	—	—	2	1,222	1,344	—	—	—	—	—	—
35	16,153	40,514	Others	7	3,144	46,123	3	2,638	14,748	12	9,146	87,130	12	9,181	7,962	6	803	777
2	1,672	5,744	Not Known	—	—	—	—	—	—	2	2,874	1,01,876	—	—	—	1	472	944
102	44,707	1,54,089	Total	20	5,697	64,304	9	3,782	43,176	41	26,093	2,63,062	24	10,503	21,298	7	1,328	4,345

N.B.—The figures given in brackets show the number of cases for which the relevant information is not available.  
Source:—Monthly Returns of Industrial Disputes.

TABLE 17—By Number of Workers Involved

Maximum Number of Workers Involved	Number of Fresh Disputes			
	June 1959	May 1959	June 1958	Average 1958
10 or more but less than 100 . . . . .	36	52	55	59
100 or more but less than 500 . . . . .	33	37	34	41
500 or more but less than 1,000 . . . . .	14	6	12	12
1,000 or more but less than 10,000 . . . . .	14	11	8	10
10,000 or more . . . . .	—	—	5	1
Not Known . . . . .	5	1	2	1
<b>TOTAL</b> . . . . .	<b>102</b>	<b>84</b>	<b>116</b>	<b>124</b>

TABLE 18—By Duration

Duration	Number of Terminated Disputes			
	June 1959	May 1959	June 1958	Average 1958
A day or less . . . . .	48	31	36	44
More than a day up to 5 days . . . . .	23	23	28	38
More than 5 days up to 10 days . . . . .	10	13	22	14
More than 10 days up to 20 days . . . . .	9	5	8	12
More than 20 days up to 30 days . . . . .	4	6	6	6
More than 30 days . . . . .	15	13	13	10
Not Known . . . . .	2	—	1	—
<b>TOTAL</b> . . . . .	<b>111</b>	<b>92</b>	<b>114</b>	<b>121</b>

TABLE 19—By Number of Man-days Lost

Total Man-days Lost During a Dispute	Number of Terminated Disputes			
	June 1959	May 1959	June 1958	Average 1958
Less than 100 . . . . .	27	19	24	34
100 or more but less than 1,000 . . . . .	41	37	42	52
1,000 or more but less than 10,000 . . . . .	30	28	33	30
10,000 or more but less than 50,000 . . . . .	8	7	4	5
50,000 or more . . . . .	1	—	6	2
Not Known . . . . .	4	1	5	1
<b>TOTAL</b> . . . . .	<b>111</b>	<b>92</b>	<b>114</b>	<b>124</b>

Source: Monthly Returns of Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	June 1959	May 1959	June 1958	Average 1958
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	9.3	8.4	7.7	7.0
Ahmedabad (a)	"	7.5	8.5	7.8	7.1
Sholapur (a)	"	13.8	16.9	13.9	13.6
Kanpur (b)	"	.	.	17.4	13.1
Kanpur (b)	Leather Industry	.	.	12.5	9.4
Kanpur (b)	Woollen Industry	.	.	11.3	8.5
Bombay (a)	Engineering	15.7	15.6	21.0	14.5
West Bengal (c)	"	16.9	15.4	16.2	12.2
Coal Fields (d)	Coal Mining— Under ground	15.3 (April, 1959)	13.1 (March, 1959)	15.2 (April '58)	14.6
	Open Working	17.3 (April, 1959)	15.7 (March, 1959)	16.8 (April '58)	14.9
	Surface	10.6 (April, 1959)	10.7 (March, 1959)	11.1 (April '58)	9.0
	Over All	14.11 (April, 1959)	13.7 (March, 1959)	14.1 (April '58)	13.2

Source (a) Government of Bombay, Deputy Commissioner of Labour (Administration)

(b) Employers' Association of Northern India, Kanpur

(c) Government of West Bengal, Labour Commissioner,

(d) Chief Inspector of Mines, Dhanbad

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING MAY 1959, BY CAUSES

Industry	Percentage of Absenteeism due to				
	Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk . . . . .	1.8	0.6	5.7	11.6	19.5
Cotton . . . . .	4.3	—	6.0	6.9	16.2
Engineering . . . . .	3.6	0.6	6.7	2.0	12.9
Manufacturing (Others) . . . . .	3.1	0.2	4.8	1.5	9.6
Oil . . . . .	0.9	0.8	2.1	4.4	8.2
Goldmining . . . . .	3.9	0.0	3.6	3.5	11.0
Sugar . . . . .	2.5	2.7	5.3	0.3	10.8
Tobacco . . . . .	6.2	—	9.6	0.5	16.3
Cement . . . . .	1.8	1.5	9.3	3.4	16.0
Miscellaneous . . . . .	1.4	0.1	5.2	12.9	19.6
Chemicals . . . . .	2.8	3.1	3.3	4.3	13.5
Plantations . . . . .	4.2	..	10.8	6.1	21.1

Source :— Labour Commissioner Mysore.

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING JUNE, 1959, BY CAUSES

Industry and Area	No of R- turns	Total No. of Man- shifts Scheduled to Work	Total No of Man- shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<b>Cotton Mills—</b>								
Madras . . . . .	1	3 63 215	30 499	6.1	0.4	0.7	1.2	8.4
Madurai . . . . .	8	1,58 074	27,930	5.2	7.5	2.4	2.6	17.7
Cumbersome . . . . .	14	4,87 369	57 979	3.5	0.9	4.8	2.7	11.0
Tirunelveli . . . . .	3	71,582	6 551	0.6	0.2	8.0	0.4	9.2
Others . . . . .	5	1,21,003	13 338	3.5	0.6	6.1	0.8	11.0
<b>Woolen Mills—</b>								
Dhruval . . . . .	1	67,611	6 236	1.3	—	6.8	1.1	9.2
<b>Iron and Steel Factories—</b>								
West Bengal . . . . .	3	3 42,297	52 561	2.5	—	10.2	2.7	15.4
Bihar . . . . .	4	2,39,953	36 075	3.8	0.3	7.9	3.0	15.0
Madras . . . . .	1	19 734	2 317	4.3	3.3	4.1	—	11.7
<b>Ordinance Fac- tories—</b>								
West Bengal . . . . .	3	2,51,834	37 478	6.2	1.2	5.3	1.2	13.8
Bombay . . . . .	5	2,59 211	32 039	3.9	0.0	7.6	0.9	12.4
Madhya Pradesh . . . . .	3	2,44 347	38 152	5.0	—	10.1	0.5	15.6
Uttar Pradesh . . . . .	7	3,23,433	50 943	5.4	1.2	7.3	1.9	15.8
Madras . . . . .	1	29,142	3 536	4.9	—	7.2	0.0	12.1
<b>Cement Factories—</b>								
Andhra . . . . .								
Madras . . . . .	1	24 364	3,373	5.2	3.3	6.2	—	11.7
Madhya Pradesh . . . . .	2	26,438	5 587	8.3	3.8	6.9	1.9	21.1
West Bengal . . . . .	1	3,098	781	6.2	—	—	23.0	23.2
Bihar . . . . .	3	55,944	10 096	5.3	1.1	9.6	2.0	18.0
<b>Match Factories—</b>								
Bombay . . . . .	1	40 292	3,387	2.2	0.4	0.8	5.0	8.4
West Bengal . . . . .	1	39,076	5 005	4.1	—	6.1	3.9	14.1
Uttar Pradesh . . . . .	1	35,280	4,568	0.6	—	6.3	6.0	12.9
Assam . . . . .	1	22,757	3 041	6.0	—	6.0	1.4	13.4
Madras . . . . .	1	38,638	3 568	6.1	—	6.6	1.7	14.4
<b>Tramway Work- shops—</b>								
Bombay . . . . .								
Delhi . . . . .	1	1,710	317	1.9	2.1	12.9	1.6	18.5
Calcutta . . . . .	1	28,560	2,867	1.0	3.9	—	5.1	10.0
<b>Telegraph Work- shops—</b>								
Bombay . . . . .	1	32,817	5,808	1.6	5.3	7.9	2.7	17.7
West Bengal . . . . .	1	51 350	9,095	5.0	—	12.7	—	17.7
Madhya Pradesh . . . . .	1	31,300	6 311	0.4	—	18.0	—	18.4

Source : Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey	Ceylon	Japan	Pakistan		Burma
	General Index	Food Index								Karachi	Narayan-ganj	
1950	101	101	105	101	103	110	95	105	93	96	95	85
1951	103	104	112	109	114	131	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	100	109	127	112	116	167	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169		110	128	100	90	76
1956	105	107	141	114	118	179	140	109	128	110	105	85
1957	111	112	147	118	122	183	156	112	132	120	110	92
1958	116	118	151	121	125	187	..	114	132	128	115	89
1958—												
June	110	118	153	125	125	187†		114	130	126	115	93
July	119	122	160	127	125	187	{	112	131	129	116	97
Aug.	120	124	150	122	125			114	133	128	117	97
Sept.	121	125	150	122	126	189	{	114	132	129	119	94
Oct.	123	127	152	122	126			116	133	121	118	91
Nov.	122	126	152	122	126	189	{	115	132	110	113	86
Dec.	119	122	153	122	126			114	132	113	110	78
1959—												
Jan.	117	119	153	122	126	190	{	114	132	115	111	71
Feb.	118	120	153	122	126			111	131	114	111	73
March	117	118	153	122	126	190	{	114	132	116	113	75
April	117	119	152	122	125			115	132	117	112	74
May	119	122½	151	122	126	..	{	115	131	117	..	75
June	121P	124P	151	122	126			116	..	..	..	75

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the final all-India index on base 1944=100 during the month of June 1959 was 178.36.

†Relates to the quarter ending June 1958

Source: (i) I.L.O. except for all-India Index. (ii) Labour Bureau for all-India Index.



TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)

(Base shifted to 1949=100)

State and Centres	Original Base	Conversion factor*	Index Number								
			General				Conversion factor*	Food Group			
			June 1959	May 1959	June 1958	Average 1958		June 1959	May 1959	June 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<b>Bombay—</b>											
Bombay	July 1933 to June 1934	3.07	135	132	129	129	3.66	110	137	113	133
Ahmedabad	August 1926 to July 1927	2.49	125	121	110	110	2.55	134	131	111	114
Sholapur	Feb. 1927 to Jan. 1928	2.09	113	110	101	105	2.02	111	126	114	118
Jalgaon	August 1930	4.25	116	114	101	107	4.62	122	119	108	109
Nagpur	August 1930	3.77	132	111	117	119	3.81	133	131	119	121
<b>Andhra Pradesh—</b>											
Hyderabad City	August 1943 to July 1944	1.54	124	121	121	123	1.51	14	138	114	137
<b>Madras—</b>											
Madras City	July 1935 to June 1936	3.23	134	131	121	124	3.63	13	132	118	121
<b>Mysore—</b>											
Bangalore	July 1935 to June 1936	3.01	110	134	130	131	3.42	142	140	128 (13)	131
Mysore	Do.	3.03	137	111	121	121	3.42	111	111	121	127
Koler Gold Fields	Do.	3.16	140	129	129	130	3.31	112	141	131	133
<b>Kerala—</b>											
Ernakulam	August 1939	3.68	121	127	112	114	4.53	130	129	115	118
Trichur	Do.	3.58	131	127	117	119	4.35	141	130	117	120
<b>Uttar Pradesh—</b>											
Kanpur	August 1939	4.78	97	9	95	95	5.38	93	91	91	94

\* To obtain the index on original base the index figures given here should be multiplied by the conversion factor.  
Source: State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period=100	General Index				Food Index			
		June, 1950	May, 1950	June, 1950	Average 1950	June, 1950	May, 1950	June, 1950	Average 1950
1	2	3	4	5	6	7	8	9	10
1. Assam—	April 1951 to March 1952.								
To workers in Assam Valley—									
1. Staff and Artisan		112	110	116	117	111	107	109	107
2. Labourers		112	110	116	109	104	101	106	104
To workers in Cachar Distt.—									
1. Staff and Artisan	April 1951 to March 1952.	122	115	120	115	131	119	121	119
2. Labourers		113	106	108	103	114	104	108	101
Rice and Flour Mill workers in Urban Areas—	1950								
1. Managerial and Mechanic class			97	99	100		91	97	90
2. Labourers			96	100	100		89	97	98
Rice and Flour Mill workers in Rural Areas—	1950								
1. Managerial and Mechanic class			97	99	99		91	96	90
2. Labourers			97	100	100		91	97	90
3 Rural Population in Assam Plains Distts.	1944		154	160	157				
2. Madhya Pradesh—									
1. Gwalior	1951	113P	109P	108	104	118P	113P	114	108
2. Indore	1951	107P	107P	101	101	111P	104P	102	102
3. Punjab—									
1. Patiala	1952-53			110	113			103	106
2. Sursagar	1953-56			111	115			117	122
4. West Bengal—									
(i) Asansol and Raniganj Area	1951	110	107	105	107	112	107	105	109
(ii) Bankura and Midnapore Area	1951	107	101	119	110	109	101	115	116
(iii) Burdham Area	1951	117	111	118	119	125	116	126	128
(iv) Malda, West Dinajpur Area	1951	88	82	91	90	90	81	94	93
(v) Nadia, Murshidabad	1951	93	90	92	94	91	87	91	93
(vi) Calcutta	1944	147	142	145	147	151	144	149	152

Source: State Governments.

LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
DURING JUNE 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Meerana (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949 to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July 1955 and January 1956, issues of the "Indian Labour Gazette". The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Silchar recorded the maximum rise of 11 points. The index numbers for Cuttack and Jabalpur appreciated by 4 points each. The index numbers for 13 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for June 1959, are given below, only those for Delhi relate to July 1959. In view of the primary interest in the increases in prices, the number of points by which price relatives moved is also shown in brackets, against the items. In case of decline, the number is given with a minus sign.

*Delhi*

The index number showed only a fractional rise and remained stationary at 117 during July 1959. In the food group, there was a rise in the prices of rice (12), potatoes (26), chillies (9) and guri (10) and a fall in the prices of wheat (-8) and milk (-2), the net result being an appreciation by 1 point in the group index number. The other group index numbers remained stationary.

*Ajmer*

The index number further advanced by 1 point continuing the upward tendency noticed last month and stood at 104. The food group index number advanced by 3 points mainly due to higher quotations for wheat (3) and potatoes (21). The fuel and lighting group index number advanced by 2 points mainly due to higher quotations for firewood (4). The clothing and the miscellaneous group index numbers remained stationary.

*Dehri-on Sone*

The index number showed a fractional rise and remained stationary at 99, when rounded upto the nearest integer. The fuel and lighting group index number advanced by 2 points mainly due to higher quotations for firewood (2) and soft coke (3). The clothing group index number appreciated by 1 point mainly on account of a rise in the prices of markin (3). The food and the miscellaneous group index numbers remained stationary.

*Monghyr*

The index number further advanced by 2 points continuing the upward tendency noticed last month and stood at 101. The food group index number advanced by 1 point mainly due to higher quotations for rice (2), potatoes (29), turmeric (7) and mustard oil (3). The clothing group index number appreciated by 2 points mainly due to a rise in the prices of dhoti (1) and saree (3). The miscellaneous group index number receded by 1 point on account of a fall in the price of pansupari (-25). The fuel and lighting group index number remained stationary.

*Cuttack*

The index number further appreciated by 4 points continuing the upward tendency noticed since March, 1959 and stood at 123. The food group index number advanced by 6 points mainly due to higher quotations for rice (2), dal moong (11), fish (9), potatoes (50) and gourds (60). The clothing group index number advanced by 1 point mainly due to a rise in the prices of dhoties (1) and shirting (4). The miscellaneous group index number receded by 4 points due to a fall in the prices of pan (-16) and supari (-5). The fuel and lighting group index number remained stationary.

*Berhampur*

The index number advanced by 2 points after having remained almost stationary during the preceding month and stood at 115. The food group index number advanced by 2 points mainly due to higher quotations for rice (5), plantain (33) and tamarind (17). The fuel and lighting group index number appreciated by 1 point on account of a rise in the prices of firewood (2). The miscellaneous group index number advanced by 1 point on account of an increase in the prices of toilet soap (5) and washing soap (6). The clothing group index number remained stationary.

*Silchar*

The index number further advanced by 11 points continuing the upward trend noticed since April 1959 and stood at 116. The food group index number appreciated by 12 points mainly due to higher quotations for rice (15), milk (18), brinjals (35), gur (17) and fish (23).

The fuel and lighting group index number appreciated by 21 points mainly on account of a rise in the price of firewood (23) The miscellaneous group index number advanced by 2 points mainly due to a rise in the price of supari (13) The clothing group index number remained stationary.

#### *Tinsukia*

The index number showed only a fractional fall and remained stationary at 116 The miscellaneous group index number receded by 1 point mainly due to lower quotations for pan (—13) The other group index numbers remained stationary

#### *Ludhiana*

The index number advanced by 1 point reversing the downward trend noticed since April 1959 and stood at 100 The food group index number appreciated by 1 point mainly due to higher quotations for potatoes (26) and sugar (16). The fuel and lighting group index number declined by 1 point mainly due to a fall in the price of mustard oil (—3) The miscellaneous group index number receded by 1 point mainly due to lower quotations for tobacco (—9). The clothing group index number remained stationary

#### *Akola*

The index number appreciated by 1 point continuing the upward trend noticed last month and stood at 106 The food group index number advanced by 1 point mainly due to a rise in the prices of jwar (4) and chillies (11) The miscellaneous group index number advanced by 1 point mainly due to an increase in amusement charges (9) The fuel and lighting and the clothing group index numbers remained stationary.

#### *Jabalpur*

The index number advanced by 4 points after having remained almost stationary during the preceding month and stood at 108 The food group index number appreciated by 4 points mainly due to higher quotations for milk (25), ghee (8), til oil (10) and sugar (11). The fuel and lighting group index number appreciated by 7 points mainly due to a rise in the prices of firewood (9). The clothing group index number advanced by 1 point on account of a rise in the prices of shoes (2). The miscellaneous group index number appreciated by 5 points mainly due to higher quotations for hair oil (7), tobacco (43) and pan (23).

#### *Kharagpur*

The index number advanced by 1 point neutralising completely the fall noticed last month and stood at 108. The miscellaneous group index number appreciated by 2 points mainly due to higher quotations for soap-washing (4) The food, the fuel and lighting and the clothing group index numbers remained stationary.

*Plantation Centres (Base Jan to June 1949=100)*

The index number further advanced by 2 points continuing the upward trend noticed since April 1959 and stood at 124. The food group index number appreciated by 3 points and the miscellaneous group index number declined by 1 point. The clothing group index number remained stationary.

*Bhopal (Base 1951=100)*

The index number registered a fractional fall and remained stationary at 113 when rounded upto the nearest integer. The group index numbers also remained stationary.

*Beawar (Base August 1951 to July 1952=100)*

The index number appreciated by 1 point reversing the downward trend noticed since March, 1959 and stood at 104. The food group index number advanced by 4 points mainly due to higher quotations for wheat (2) and Jowar (9). The fuel and lighting group index number declined by 8 points mainly due to lower quotations for firewood (-13) and kerosene oil (-11). The miscellaneous group index number appreciated by 2 points on account of an increase in the prices of bidi (9). The clothing group index number remained stationary.

*Satna (Base 1953=100)*

The index number appreciated by 2 points reversing the downward tendency noticed since March, 1959 and stood at 101. The food group index number advanced by 2 points mainly due to a rise in the prices of rice (3) and junahari (22). The fuel and lighting group index number receded by 1 point mainly due to a fall in the prices of kerosene oil (-4). The clothing group index number appreciated by 2 points mainly due to higher quotations for long-cloth (5) and shirting (7). The miscellaneous group index number advanced by 2 points mainly due to a rise in the prices of chewing tobacco (14).

**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE: AUGUST 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for June 1959 and July 1959 were 154.47 and 154.82 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of July 1959 on pre-war August 1939 base may be estimated to be 403.77.

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TABLE 26—LABOUR BUREAU CONSUMER PRICE  
(Base shifted to 1949=100)

Centres	General					Food group				Index
	Conver- sion factor†	June 1959	May 1959	June 1958	Aver- age 1958	Conver- sion factor†	June 1959	May 1959	June 1958	Aver- age 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi . . . . .	1.92	117†	116	111	113	1.28	121	120	114	117
Ajmer . . . . .	1.61	104	103	101	103	1.59	108	107	101	104
Jamshedpur . . . . .	1.38	120	125	120	123	1.39	137	130	123	125
Jharia . . . . .	1.59	107	99	103	104	1.59	109	100	100	112
Dahn-on Sone . . . . .	1.70	99	99	104	104	1.80	94	94	103	103
Monghyr . . . . .	1.71	101	99	105	102	1.89	98	97	105	101
Cuttack . . . . .	1.47	123	119	121	116	1.53	124	118	121	115
Bachampur . . . . .	1.54	115	113	116	115	1.66	119	117	121	120
Gaohati . . . . .	1.28	99	96	103	103	1.29	102	98	109	109
Silchar . . . . .	1.38	116	105	108	107	1.41	118	106	109	107
Tinsukia . . . . .	1.10	116	116	118	118	1.13	114	114	119	118
Ludhiana . . . . .	1.64	100	99	95	96	1.77	99	98	92	93
Akola . . . . .	1.68	106	106	101	101	1.95	97	96	92	92
Jabalpur . . . . .	1.51	108	104	113	109	1.52	107	97	107	105
Kharagpur . . . . .	1.37	108	107	113	113	1.42	106	100	114	113
*Mercara . . . . .	—	125	124	121	121	—	131	130	127	127
*Plantation Centres . . . . .	—	124	122	119	113	—	126	125	109	112
*Bhopal . . . . .	—	113	113	112	111	—	106	106	105	103
*Bewar . . . . .	—	104	103	96	100	—	98	94	84	89
*Safna . . . . .	—	101	99	103	104	—	90	94	99	102

Source: Labour Bureau.

†July 1959 index figure 117.

‡To obtain the index on original  
The original base for centres marked with an asterisk  
and Valpara) January to June 1949=100



# INDEX NUMBERS FOR WORKING CLASS

except for centres marked with an asterisk)

Numbers

Fuel and lighting group					Clothing, Bedding & Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base 1944 = 100) for June 1959
Conversion factor†	June 1959	May 1959	June 1958	Average 1959	Conversion factor†	June 1959	May 1959	June 1958	Average 1958	Conversion factor	June 1959	May 1959	June 1958	Average 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1.61	61	61	70	74	1.25	152	151	141	145	1.48	112	111	112	111	134.475
1.65	00	91	00	03	1.83	93	93	96	97	1.64	106	106	113	113	168.20
1.66	104	104	101	101	1.19	131	131	132	132	1.49	110	120	117	117	179.60
1.28	01	83	83	83	1.08	97	84	69	99	1.87	100	100	02	03	110.52
1.47	101	99	97	98	1.31	123	122	113	113	1.83	105	104	99	100	168.26
1.31	75	75	83	83	1.29	127	125	117	119	1.31	112	113	104	104	172.57
1.40	103	103	94	100	1.30	114	111	113	112	1.43	138	142	144	144	180.75
1.55	97	96	88	91	1.28	101	101	105	105	1.40	111	110	111	112	176.93
0.67	139	139	141	141	2.15	61	64	66	65	1.40	01	02	89	90	126.17
1.50	126	105	103	103	1.35	122	122	122	122	1.17	99	97	100	100	160.30
0.68	112	112	99	98	1.33	133	133	133	133	1.11	110	120	10	111	127.80
1.87	74	75	73	74	1.02	154	154	154	155	1.76	93	94	01	03	167.56
1.00	116	110	98	103	1.05	144	144	143	143	1.32	116	115	116	114	177.66
1.43	108	101	104	105	1.23	114	114	109	110	1.76	121	118	135	124	162.96
1.14	133	133	128	128	1.25	99	99	103	102	1.42	115	113	112	112	147.71
—	107	107	107	109	—	110	110	108	105	—	106	106	103	103	—
—	—	—	—	—	—	139	139	136	136	—	110	111	104	105	—
—	121	121	121	121	—	113	113	118	114	—	112	142	138	136	—
—	118	106	103	104	—	104	104	118	118	—	113	111	101	105	—
—	97	98	99	98	—	111	109	108	109	—	129	127	125	119	—

† July 1959 index figure 154.82.

base the figures given above should be multiplied by the conversion factor.

is as follows—Morera : 1953 = 100, Plantation Centres (Comprising Gudalur, Kullikamby, Vayaluri Bhopal: 1951 = 100, Beawar : August 1951 to July 1953 = 100 and Satna : 1953 = 100.

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES  
(BASE: Shifted to 1949=100)

Name of Centre	June 1959	May 1959	June 1958	Average 1958
MIDDLE CLASS				
1 Calcutta . . . . .	—	109	108	108(P)
2. Asansol . . . . .	—	112	111	112(P)
LOW PAID EMPLOYEES				
1. Visakhapatnam . . . . .	123	122	116	120
2. Eluru . . . . .	134	133	117	120
3. Oddalore . . . . .	117	117	107	112
4. Tiruchirapalli . . . . .	114	113	101	104
5. Madurai . . . . .	116	111	101	105
6. Coimbatore . . . . .	121	118	112	114
7. Kozhikode . . . . .	123	117	104	106
8. Bellary . . . . .	119	119	111	112
RURAL POPULATION				
1. Adityaram . . . . .	121	121	109	115
2. Thottangi . . . . .	127	127	121	123
3. Alamuru . . . . .	127	125	107	114
4. Madhavaram . . . . .	115	115	112	113
5. Puliyur . . . . .	120	121	108	113
6. Agaram . . . . .	126	126	117	118
7. Thulayanatham . . . . .	104	104	103	103
8. Eriodu . . . . .	143	141	120	121
9. Gokulapuram . . . . .	108	108	101	103
10. Kinathukudavu . . . . .	111	111	109	110
11. Gudnavarohi . . . . .	104	103	96	98
12. Kunnathur . . . . .	109	109	106	106
13. Koduvalli . . . . .	104	102	96	97

Source: State Governments.

## Retail and Whole-Sale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT  
18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JUNE 1959

(BASE 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of June 1959, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their price during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of June 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
	<i>Urban Centres</i>
<i>Dombay—</i>	
Surat . . .	Wheat (10), Gur (10), Chillies (13), Onions (16), Potatoes (32)
Dohad . . .	Moong Dal (—12), Sugar (15), Salt (—25), Onions (40), Milk (17), Firewood (18)
<i>Bihar—</i>	
Patna . . .	Gram (—10), Chittan (—14), Edible oil (23), Fish (14), Onions (—17), Potatoes (37), Pan (17)
<i>Mysore—</i>	
HUBLI . . .	Ment (—12), Pan (13)
<i>Punjab—</i>	
Amritsar . . .	Sugar (21), Gur (10), Soap washing (14).
<i>Uttar Pradesh—</i>	
Lucknow . . .	Potatoes (25) Pan (—59)
Agra . . .	Arhar Dal (10), Onions (—10), Potatoes (13), Pan (—35)
Bareilly . . .	Moong Dal (10), Arhar Dal (10), Pan (—17).
Banaras . . .	Chillies (10), Potatoes (26).
Meerut . . .	Jowar (11), Gur (15), Onions (—27), Potatoes (17).

(1)	(2)
<i>West Bengal—</i>	<i>Urban Centres—contd</i>
Howrah . .	Gram (11), Moong Dal (11), Ghee Vegetable (10), Chulies (13), Turmeric (12), Potatoes (18), Pan (—48)
Budge-Budge . .	Gram Dal (—17), Chulies (14), Fish (14), Onions (—11), Supari (17)
Kankinara . .	Rice (16) Chulies (12), Potatoes (15)
Calcutta . .	Rice (11), Potatoes (16)
Guaripore . .	Rice (18), Potatoes (14).
Serampore . .	Gram Dal (—28), Arhar Dal (10), Gur (13), Chulies (16), Fish (13), Potatoes (26), Pan (—29)
Kanchrapara . .	Moong Dal (12), Potatoes (26).
	<i>Rural Centres</i>
<i>Andhra Pradesh—</i>	
Krishna . .	Ghee Pure (14)
<i>Astrim—</i>	
Maibang . .	Supari (—27)
<i>Bombay—</i>	
Lakh . .	Jowar (13), Chulies (10).
<i>Madhya Pradesh—</i>	
Salamatpur . .	Sugar (12) Gur (18), Salt (10), Bidi (14)
<i>Mysore—</i>	
Kudchi . .	Gur (16), Milk (21).
Malur . .	Edible oil (11)
<i>Orissa—</i>	
Maniguda . .	Sugar (15), Salt (—10), Onions (23).
<i>Rajasthan—</i>	
Nana . .	Kerosene oil (13)
<i>Uttar Pradesh—</i>	
Shankargarh . .	Chulies (14)

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JUNE 1959

(Base 1949=100)

Items	Surat (Bombay)	Dahad (Bombay)	Patna (Bihar)	Hubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agartala (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Meerut (Uttar Pradesh)	Howrah (West Bengal)	Budge-Budge (West Bengal)	Kankinara (West Bengal)	Rangpur (West Bengal)	Calcutta (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Cereals—</b>															
Wheat . . .	178	147	102	—	88	86	82	81	71	84	94	94*	87*	54*	87*
Rice . . .	119	112	102	121	—	82	83	75	79	81	104	109*	177	147	134*
Gram . . .	—	—	102	—	148	106	107	105	111	97	128	97	71	85*	102
Jowar . . .	134	—	—	134	—	—	—	—	73	83	—	—	—	—	—
Barley . . .	—	—	109	—	—	97	97	94	83	85	—	—	—	—	—
Maize . . .	—	175	122	—	—	—	—	—	—	—	—	—	—	—	—
Chattoo . . .	—	—	111	—	—	—	—	—	—	—	101	84	122	83*	111
<b>Pulses—</b>															
Moong Dal . . .	94	132	—	140	115	95	115	113	107	109	116	—	124	121	107
Mash Dal . . .	101	—	—	—	95	126	128	119	112	110	—	—	—	—	—
Gram Dal . . .	90	82	—	110	—	—	—	—	—	—	123	96	111	81*	112
Arhar Dal . . .	110	—	125	131	121	123	147	131	108	120	129	119	105	118	100
<b>Other Food Articles—</b>															
Sugar . . .	117	141	133	105	139	128	131	129	130	127	124	115	119	115	118
Gur . . .	101	113	93	—	156	102	122	115	88	132	103	114	109	107*	94
Ghee Vannapat . . .	—	—	120	—	142	98	98	100	104	102	111	100	81	89	86
Ghee Pure . . .	115	107	102	—	—	95	103	98	99	100	100	101	105	99	113
Edible Oil . . .	101	104	132	91	102	88	90	101	97	97	89	88	85	91	87
Tea . . .	126	123	127	123	117	123	121	124	123	113	128	130	100	123	134
Salt . . .	48	50	75	117	50	60	67	69	64	75	109	100	100	92	100
Chillies . . .	101	127	95	145	90	—	—	—	83	116	113	107	95	160	94
Turmeric . . .	—	63	—	—	51	—	—	—	79	73	75	76	67	72*	74
Meat . . .	118	137	100	109	114	114	100	110	91	121	90	97	92	84	94
Fish . . .	—	—	106	—	—	—	—	—	—	—	131	108	128	84	103
Onions . . .	69	110	66	120	40	40	41	36	46	29	60	54	84	58	83
Potatoes . . .	93	—	126	108	58	94	72	78	90	78	106	94	113	102*	104
Milk . . .	105	147	98	92	73	93	104	119	103	110	109	99	96	99	98
<b>Fuel and Lighting—</b>															
Firewood . . .	122	109	71	94	76	76	78	82	84	95	80	95	91	—	71
Match Box . . .	120	86	86	120	120	140	150	120	140	140	120	120	100	100	120
Kerosene Oil . . .	119	93	111	125	103	120	100	101	96	93	100	100	109	43*	100
<b>Miscellaneous—</b>															
Bidis . . .	100	81	123	100	100	133	133	92	100	133	107	107	107	94	100
Tobacco . . .	129	—	100	91	128	101	135	94	74	94	128	101	123	84	107
Soap Washing . . .	112	100	76	107	112	147	95	74	67	107	101	88	78	94	99
Hair Oil . . .	113	105	128	107	—	—	—	—	—	120	145	123	170	112	132
Pan . . .	86	—	144	132	—	72	172	60	43	58	97	124	120	48*	108
Sopari . . .	158	192	174	132	—	209	237	232	173	220	242	247	217	233	225

\*The price relatives have been worked out on the basis of prices quoted from the fair price shops.  
Source: Labour Bureau.

TABLE 28—contd

Items	Gauropore (West Bengal)	serampore (West Bengal)	Kanchitrapara (West Bengal)	Krishna (Andhra Pradesh)	Manbang (Assam)	Thegra (Bihar)†	Lakh (Bombay)	Maitop (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kudohi (Mysore)	Malur (Mysore)	Bamra (Orissa)	Munaguda (Orissa)	Nana (Rajasthan)	Shankuigarh (Uttar Pradesh)
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<i>Cereals—</i>															
Wheat . . .	87*	87*	87*	—	—	114	—	—	81	—	—	—	—	66	90
Rice . . .	161*	109*	159*	134	145	135	—	144	95	124	172	144	95	—	100
Gram . . .	100	100	106	—	—	121	—	—	—	—	74	—	—	—	116
Jowar . . .	—	—	—	133	—	109	169	69	—	122	—	—	—	—	111
Barley . . .	—	—	—	—	—	123	—	—	—	—	—	—	—	—	—
Maize . . .	—	—	—	—	—	116	—	—	—	—	—	—	—	85	04
Chattoo . . .	104	93	114	—	—	134	—	—	—	—	—	—	—	56	—
<i>Pulses—</i>															
Moong Dal . . .	123	113	130	—	—	167	—	—	200	—	84	—	128	78	—
Mash Dal . . .	—	—	—	—	—	160	—	98	—	—	—	—	—	—	123
Gram Dal . . .	102	91	109	105	—	148	91	—	—	95	—	—	—	—	—
Arhar Dal . . .	134	127	135	122	84	124	132	132	196	150	90	109	132	74	124
<i>Other Food Arti- cles—</i>															
Sugar . . .	110	118	114	119	103	134	—	—	112	106	117	121	182	121	123
Gur . . .	84	119	121	94	119	148	131	92	131	138	107	100	—	121	88
Ghee Vanaapati . . .	80	—	97	—	—	116	—	—	—	—	—	—	—	—	—
Ghee Pure . . .	88	84	105	148	—	105	—	126	135	—	—	—	106	139	—
Edible Oil . . .	80	86	72	93	109	100	108	93	85	107	344	95	99	102	92
Tea . . .	124	123	130	110	133	103	119	128	142	132	132	—	146	106	—
Salt . . .	92	100	92	75	86	92	71	80	100	67	90	69	60	120	82
Chillies . . .	74	105	103	154	94	101	143	88	112	208	160	151	141	159	100
Turmeric . . .	64	78	94	86	88	54	55	77	66	68	147	53	141	71	56
Meat . . .	95	109	102	160	—	100	—	151	—	—	—	—	—	120	—
Fish . . .	100	107	100	—	123	134	—	—	—	—	—	—	—	—	—
Onions . . .	61	60	81	83	93	138	—	—	100	139	100	70	154	—	47
Potatoes . . .	108	116	114	—	117	93	—	—	—	—	92	—	—	—	—
Milk . . .	113	106	250	139	—	100	48	109	155	135	100	167	102	100	93
<i>Fuel and Light- ing—</i>															
Firewood . . .	91	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box . . .	120	120	120	80	100	80	100	140	100	125	120	120	120	100	100
Kerosene Oil . . .	118	100	100	—	119	112	92	100	112	—	89	124	75	123	111
<i>Miscellaneous—</i>															
Bidia . . .	100	129	123	136	89	100	106	—	114	119	100	100	106	119	100
Tobacco . . .	72	118	99	—	70	75	—	122	—	—	133	72	—	151	90
Soap Washing . . .	66	99	99	107	69	118	156	218	314	108	417	158	75	97	88
Hair Oil . . .	145	120	144	93	—	148	127	—	—	122	75	120	126	—	—
Pan . . .	86	138	138	—	42	254	—	—	—	—	—	—	—	—	—
Supari . . .	250	223	264	—	181	187	—	262	226	—	182	230	—	—	197

†Base: 1956=100

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base: 1952-53=100)

	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						Now Series	Now Series converted to old base (years ended Aug '39=100)†
1	2	3	4	5	6	7	8
1953* Average .	100	96	109	110	100	105.6	101.0
1954 Average . .	84	66	98	104	100	99.6	370.1
1955 Average . .	73	56	85	97	99	91.6	348.0
1956 Average . .	92	78	99	113	105	102.0	300.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	115	108	111.0	422.5
1958—							
June . .	106	91	113	113	108	111.7	423.1
July . .	110	100	118	118	108	114.7	436.5
August . .	114	102	120	119	109	116.0	441.5
September . .	115	103	121	119	109	116.5	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	109	114.0	433.0
December . .	105	111	113	113	108	111.4	424.0
1959—							
January . .	105	117	114	114	108	112.3	427.4
February . .	105	121	116	116	108	113.2	430.8
March . .	102	113	114	116	108	112.3	427.4
April . .	99	96	113	116	108	111.9	425.9
May . .	99	95	116	119	108	114.0	433.9
June . .	102	96	119	120	109	115.6	440.0

\*Average of 9 months ending December.

†Figures have been obtained on the basis: 100 of the new series=350.6 (being the average for 1952-53 of the old series).

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industry, Govt. of India.

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# Indian Labour Gazette

Vol. XVII

September, 1959

No. 3

## LABOUR CONDITIONS IN MICA MINES AND ATTACHED MICA FACTORIES

1. *Introduction*—One of the functions of the Labour Bureau is to keep up-to-date the factual data relating to conditions of labour in the various industries covered by the Labour Investigation Committee appointed by the Government of India in 1944. In discharge of this obligation, the Bureau collects the information through questionnaires and if necessary conducts investigations in the various industries and publishes the results thereof in the Indian Labour Gazette. The Labour Investigation Committee submitted its report on labour conditions in mica mining and manufacturing industry in 1945. The data regarding mica factories were brought up-to-date in 1954\* but that enquiry did not cover mica mines. This article is based on a recent enquiry into labour conditions in sampled mines and mica factories attached thereto or working in vicinity thereof in the States of Bihar, Andhra Pradesh and Rajasthan. The mica mining industry is concentrated in Bihar, Andhra Pradesh and Rajasthan. Out of total employment of 34 thousand in mica mines in 1956, 33,480 workers were employed in the mica mines located in the above mentioned three States. During the course of the present enquiry, comprehensive information was collected from the sampled mica mines. The sampled mines having attached factories were also asked to furnish information in respect of factories in a separate questionnaire. Only those mica factories were covered which were either attached to the sampled mines as in Andhra Pradesh and Rajasthan or were situated in the adjacent area and were owned by the owners of sampled mines as in Bihar. The mica factories which were covered in Bihar were governed by the Factories Act, 1948 while in Andhra Pradesh and Rajasthan, the factories attached to the mines were governed by the Mines Act, 1952.

This article has been divided into two parts. Part A relates to labour conditions in Mica Mines and Part B relates to labour conditions in Mica Factories. The findings in respect of mica factories may not be fully representative of the industry as no accurate sample was drawn up in respect of mica factories.

2.1. *Sampling Design*—The sample frame for the selection of mines was the list of working mines in 1956 obtained from the Chief Inspector of Mines. There were in all 676 working mines during the

\*An article on labour conditions in Mica Factories was published in June, 1954 issue of the *Indian Labour Gazette*.

year. However employment figures were available in respect of 400 mines only. The average daily employment in these 400 mica mines was 19,028. The State-wise distribution of mica mines along with employment data are given in the following table:

State	Number of Working Mines	Total employment therein
Bihar . . . . .	288	11,877
Andhra Pradesh . . . . .	39	3,895
Rajasthan . . . . .	73	3,256
<b>Total</b> .	<b>400</b>	<b>19,028</b>

As the sampling design adopted was stratified random sampling by size groups it was decided to draw a sample out of these 400 mines. The mines were divided in three categories, viz, small, medium and large. Small mines were defined as those which employed not more than 50 workers, medium as those which employed more than 50 but not more than 100 workers, and large as those which employed more than 100 workers. It was decided to cover a proportion of mines in all the three categories in such a way that each of the three major mica producing States was properly represented. The total number of mines, sampling fraction and the number of mines sampled for survey in respect of each of the three size groups are shown below:—

Size Group	Total number of mines	[Sampling fraction	Number of sampled mines
1	2	3	4
Small (up to 50) . . . . .	279	10%	28
Medium (51—100) . . . . .	82	25%	20
Large (above 100) . . . . .	39	50%	19
<b>Total</b> .	<b>400</b>	.	<b>67</b>

22 Of the 67 sampled mines, 10 were in Andhra Pradesh, 44 in Bihar and 13 in Rajasthan. The enquiry, however, relates to 66 mines as only 12 mines could be covered in Rajasthan because not only one of the sampled mines but also all the other mines in the employment group above 100 were found to be closed. As regards mica factories attached to the sampled mines, the data were collected in respect of 34 units—10 in Andhra Pradesh, 16 in Bihar and 8 in Rajasthan.



The Bureau issued questionnaires to the sampled mines and their attached factories in September 1958. It was found that the response from the sampled mines through mail was not encouraging. Field enquiry was, therefore, launched in March, 1959. The field enquiry was completed by the end of June, 1959. During the course of the enquiry, the information was collected on various aspects, such as, employment, protection for labour employed through contractors, recruitment, labour turnover, length of service, absenteeism, holidays and leave with pay, working conditions, accidents and occupational diseases, wages and earnings, bonus, housing and welfare, provision for the future of workers and industrial relations.

## PART A

### Mica Mines

#### EMPLOYMENT

31 *Direct and Contract Labour*—Data regarding employment separately of direct and contract labour in respect of 66 sampled mines covered, State-wise, employment group-wise and sex-wise are given in Table No. I.

The total number of workers employed in the sampled mines on 30th September, 1958 was 4,284. Of these 3,539 or 82.6 per cent., were employed directly while the remaining 745 or 17.4 per cent., were engaged through contractors. The system of contract labour was not prevalent in sampled mines situated in Rajasthan and Andhra Pradesh. The percentage of contract labour to total was, however, high (31) in Bihar.

32. Women accounted for only 4.6 per cent., of the total number of workers employed in the sampled mines. Almost ninety-five per cent., of the total female workers were employed directly on miscellaneous jobs like water carrying etc. on the surface of the mines.

33 Of the 4,085 male workers employed in the sampled mines, 3,427 or 83.9 per cent., were employed underground while the remaining 658 or 16.1 per cent., were employed on the surface. All the workers employed in the sampled mines were time-rated. There was no piece-rate system prevalent in the mica mines.

4 *Permanent, Temporary and Casual Workers*—The distribution of direct employees by the nature of employment viz., permanent, temporary and casual, has been given in table No. II. Out of 3,539 workers employed directly in the sampled mines, 2,382 or 67.3 per cent., were permanent and 1,157 or 32.7 per cent., were temporary, there being no casual workers in the sampled mines. Taking the individual States, it will be seen that the percentage of permanent workers was the highest in Andhra Pradesh, i.e., 83.8 per cent., and the lowest in Bihar, i.e., 55 per cent. Out of the total of 189 women workers employed directly in the sampled mines, 117 or 61.9 per cent., were permanent and the remaining 72 or 38.1 per cent., were temporary.

TABLE No. I  
 Number of Workers employed directly and through Contractors in Mica Mines as on 30th September, 1958  
 State-wise, Employment Group-wise and Sex-wise

	Total No. of mines covered	Upto 50			51 100			Above 100			All Groups		
		Employment			Employment			Employment			Employment		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	4	5	6	7	8	9	10	11	12	13	14	15
<i>Andhra Pradesh</i>	39												
(a) Direct Labour	—	53	—	53	250	43	293	820	65	885	1,128	108	1,236
(b) Contract Labour	—	—	—	—	—	—	—	—	—	—	—	—	—
<i>Bihar</i>	288												
(a) Direct Labour	—	500	2	502	574	8	582	536	40	576	1,610	50	1,660
(b) Contract Labour	—	303	2	305	296	8	294	146	—	146	735	10	745
<i>Rajasthan</i>	73												
(a) Direct Labour	—	163	13	175	146	—	146	304	18	322	612	31	643
(b) Contract Labour	—	—	—	—	—	—	—	—	—	—	—	—	—
<i>All States</i>	400												
(a) Direct Labour	—	720	15	735	970	51	1,021	1,060	123	1,183	3,350	189	3,539
(b) Contract Labour	—	303	2	305	286	8	294	146	—	146	735	10	745

Note.—In Bihar, one mine did not work after 26th July, 1958 and as such the number of workers on roll on this date were taken and have been included in the figures for Bihar.



TABLE NO. II—*contd*

	Total No. of Mines	No. of mines covered	Group Above 100				All Groups			
			No. of mines	No. of mines covered	Number of workers		Total No. of workers			
					Men	Women	Total	Men	Women	Total
<b>I</b>	<b>2</b>	<b>3</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<i>Andhra Pradesh</i>	39	10	12	0	—	—	—	—	—	—
(a) Permanent	—	—	—	—	603	31	724	976	60	1,036
(b) Temporary	—	—	—	—	127	34	161	152	48	200
<i>Bihar</i>	288	44	20	9	—	—	—	—	—	—
(a) Permanent	—	—	—	—	334	24	358	880	27	913
(b) Temporary	—	—	—	—	202	16	218	724	23	747
<i>Rajasthan</i>	73	12	7*	3	—	—	—	—	—	—
(a) Permanent	—	—	—	—	249	17	266	403	30	433
(b) Temporary	—	—	—	—	55	1	56	200	1	210
<i>All States</i>	400	66	39	19	—	—	—	—	—	—
(a) Permanent	—	—	—	—	1,276	72	1,348	2,205	117	2,322
(b) Temporary	—	—	—	—	384	51	435	1,085	72	1,157

\*Of the Seven mines in the Group, only three were covered as the remaining four were found to be

\*Of the Seven mines in the group, only three were covered as the remaining four were found to be closed.

5. *Length of Service*—Data relating to the length of service of direct labour are presented in Table III below.

TABLE No III

*Length of Service of Direct Labour as on 30th September, 1958*

Sl. No.	State	Number of mines having direct labour*	Number of workers having service				Total
			below 1 year	of one year or more but below 5 years	of 5 years or more but below 10 years	of 10 years or above	
1	2	3	4	5	6	7	8
1	Andhra Pradesh	10	647 (52.4)	433 (33.0)	103 (8.3)	53 (4.3)	1,236 (100.0)
2	Bihar	37	1,186 (71.4)	446 (26.9)	10 (0.6)	18 (1.1)	1,660 (100.0)
3	Rajasthan	12	498 (77.4)	144 (22.4)	1 (0.2)	— (—)	643 (100.0)
	Total	59	2,331 (65.9)	1,023 (28.9)	114 (3.2)	71 (2.0)	3,539 (100.0)

\* In the remaining 7 mines in Bihar, only contract labour was employed.

Taking all the States together it will be seen that 65.9 per cent. of the workers had service below one year. Those having service of one year or more but below 5 years of 5 years or more but below 10 years and 10 years or more formed 28.9 per cent, 3.2 per cent. and 2.0 per cent, respectively of the total direct labour employed. In the individual States also majority of the workers had service below one year. The percentage of such workers was 77.4 in Rajasthan, 71.4 in Bihar and 52.4 in Andhra Pradesh. This high percentage can be explained by the fact that majority of the workers are agriculturists and they absent themselves during the sowing and harvesting seasons. In the State of Rajasthan there was no worker having 10 years' service or more while in the States of Andhra Pradesh and Bihar the percentages of such workers were 4.3 and 1.1 respectively.

6 *Absenteeism*—Data regarding absenteeism are available in respect of 61 mines only and have been given in Table No IV. The average annual rate of absenteeism was more or less the same in all the three States varying from 15.9 in Bihar to 17.6 in Rajasthan. The All-India average for the year was found to be 16.7 per cent. The high rate of absenteeism may be attributed to various factors. Firstly, it may be stated that a very large percentage of labour is drawn from the agricultural communities and they invariably run to their villages during busy agricultural seasons. Secondly festivals and social customs attract them to their native villages and are to a great extent responsible for spasmodic attendance in mines.

TABLE No. IV  
Absenteeism in Mica Mines

State	No. of mines to which informa- tion relates	Monthly Percentages of Absenteeism.												Average for the year Oct, 1957 to Sept., 1958
		Octo- ber 1957	Novem- ber 1957	Decem- ber 1957	Jan- uary 1958	Febru- ary 1958	March 1958	April 1958	May 1958	June 1958	July 1958	August 1958	Septem- ber 1958	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Andhra Pradesh	10	17.7	16.9	18.5	15.4	24.7	15.9	16.7	16.4	15.9	18.2	17.7	15.6	17.4
Bihar	39	19.1	16.6	16.0	13.8	12.3	17.2	10.8	14.9	15.4	16.3	20.2	19.8	15.9
Rajasthan	12	12.7	20.5	14.3	14.8	12.2	16.8	24.5	14.3	14.7	16.7	19.7	31.2	17.6

TABLE No V

Rates of Wages paid to different Categories of Workers in Mica Mines in different States

Serial No	Occupation	Andhra Pradesh		Bihar		Rajasthan	
		Daily rated workers	Monthly rated workers	Daily rated workers	Monthly rated workers	Daily rated workers	Monthly rated workers
1	2	3	4	5	6	7	8
1	Unskilled Coolie (Dhari, Mucher, Muck Mazdoor, etc)	Rs A. P. Male— 1 0 0 to 1 10 0 Female— 1 0 0 to 1 4 0 per day.	Rs. A. P. —	Rs. A. P. 1 8 6 per day	Rs. A. P. —	Rs. A. P. Male— 1 2 0 to 1 8 0 per day Female— 0 12 0 per day	Rs. A. P. Male— 30 0 0 to 35 0 0 p.m. Female— 20 0 0 p.m.
2	Skilled coolie (Hand drillers, Banatti, etc)	2 0 0 per day	—	1 11 6 per day	—	1 2 0 to 1 8 0 per day	30 0 0 to 35 0 0 p.m.
3	Machine Driller	2 0 0 to 2 2 0 per day	—	2 12 3 per day	—	1 3 0 to 1 5 0 per day	35 0 0 p.m.
4	Sandlar/Mate	2 0 0 to 2 2 0 per day	—	2 2 0 per day	—	1 2 0 to 2 2 0 per day	35 0 0 to 37 0 0 p.m.
5	Shot firer (Blaster)	2 2 0 to 2 8 0 per day	50 0 0 to 80 0 0 p.m.	2 9 6 per day	—	1 5 0 per day	36 0 0 to 70 0 0 p.m.
6	Fireman	—	—	2 6 6 per day	—	—	—

TABLE No. V—contd

1	2	3	4	5	6	7	8
7	Pump Khalsa	Rs A. R. 1 0 0 to 2 0 0 per day	Rs A. R. 70 0 0 p.m.	Rs A. R. 2 6 6 per day	Rs A. R. 76 3 0 to 90 0 0 p.m.	Rs A. R. 1 2 0 to 1 5 0 per day	Rs A. R. 36 0 0 p.m.
8	Fitter, Carpenter, Black Smith	Carpenter— 1 6 0 per day Fitter— 2 0 0 to 2 4 0 per day Black Smith— 2 0 0 to 2 8 0 per day	Fitter— 70 0 0 p.m.	2 12 3 per day	—	1 10 0 per day (Black Smith) 2 0 0 per day (Carpenter)	—
9	Wash Khalsa	—	—	2 6 6 per day	—	—	—
10	Compressor Driver	2 0 0 per day	—	3 2 0 per day	—	—	—
11	Engine Driver	2 0 0 to 2 8 0 per day	60 0 0 to 120 0 0 p.m.	—	—	—	—
12	Others— (a) Surface worker (Water Carrier etc.) (b) Watch man (c) Odhman	1 5 0 to 1 8 0 per day 2 9 0 per day 1 6 0 to 2 0 0 per day	— 30 0 0 to 60 0 0 p.m. —	1 6 9 per day — —	— 45 0 0 p.m. —	— — —	35 0 0 to 45 0 0 p.m. — —

\* { (i) Wages have been fixed as per Award dated 24.5.4 of Shri L. P. Dhole, Chairman, Industrial Tribunal, Dhulebad.  
(ii) Wages also include Rate Concession of Annas 0 4 0 per day in addition to the Basic Wages and Dearness Allowance.



7.1. *Recruitment and Apprenticeship*—There was no regular system of recruiting the workers. In Bihar and Andhra Pradesh workers were recruited directly and they themselves reported for jobs at the site of the mines. In Rajasthan, recruitment was done through the existing workers.

7.2. The system of apprenticeship did not exist in any of the sampled mines.

### WAGES AND EARNINGS

8 *Wages*—Data regarding the rates of wages paid to different categories of workers in the various States are given in Table No. V and the average daily earnings in respect of various occupations State-wise are given in Table No. VI. It may be noted that the average monthly earnings have been worked out by multiplying the average daily earnings by the average number of days worked by a certain category of workers during the month. The average daily earnings for a particular category of workers have been worked out by dividing the total earnings during the month for that particular category of workers by the total man-days worked during the month by that category of workers.

TABLE NO. VI

*Average Daily Earnings Occupation-wise in the Various States*

Sl No	Occupations	Average daily earnings		
		Andhra	Bihar	Rajasthan
1	2	3	4	5
1	Dhara (Unskilled Coolies)—			
	Male	1 3 9	1 8 6	1 6 0
	Female	1 3 3	1 6 9	0 11 9
2	Banlati/Hand driller	2 2 0	1 11 6	1 5 0
3	Sirdar/Mate	2 2 9	3 2 0	1 14 6
4	Shot firer	2 6 6	2 9 6	1 9 0
5	Machine driller	2 2 6	2 12 3	1 8 0
6	Pump-Khalasia	1 13 0	2 6 6	1 6 6
7	Fitter, Blacksmith and carpenter	1 8 0 (Carpenter) 2 1 6 (Fitter) 2 4 0 (Blacksmith)	2 12 3 (for all)	1 12 9 (Carpenter)
8	Compressor driver	2 2 0	3 2 0	—
9	Surface workers and water carriers		1 6 9	1 8 0 (Water carrier)
10	Watchman	1 8 0	—	—

The details in respect of some of these occupations are discussed in the following paragraphs.—

(i) *Bamati/Hand-driller*—Hand-drillers were appointed as daily-rated workers in the States of Andhra Pradesh and Bihar while in Rajasthan, they were appointed on a daily basis as well as on a monthly basis. In Andhra Pradesh, daily-rated workers got Rs. 2-2-0 per day, in Bihar they were paid Rs. 1-11-6 and in Rajasthan, the wage rate varied from Rs. 1-2-0 to Rs. 1-8-0 per day. The monthly-rated workers in Rajasthan were paid Rs. 30 to Rs. 35 per month in the different mines. The average monthly earnings per hand-driller for the month of September 1958 were Rs. 46-12-0 in Andhra Pradesh, Rs. 37-13-0 in Bihar and Rs. 22-5-0 in Rajasthan.

(ii) *Machine Driller*—Machine drillers were appointed as daily-rated workers in the States of Andhra Pradesh and Bihar and were paid Rs. 2 to Rs. 2-2-0 per day in the former and Rs. 2-12-3 per day in the latter. In Rajasthan, daily-rated workers were paid Rs. 1-3-0 to Rs. 1-5-0 per day while monthly-rated workers got Rs. 35 per month. The average monthly earnings for machine-drillers were Rs. 45-4-6 in Andhra Pradesh, Rs. 58-1-3 in Bihar and Rs. 28-8-0 in Rajasthan.

(iii) *Sardar/Mate*—Wages paid to sardars in Andhra Pradesh varied from Rs. 2 to Rs. 2-2-0 per day in the different mines while in Bihar, all Sardars got Rs. 3-2-0 per day. In Rajasthan (where Sardars are called Mates), daily-rated Mates were paid Rs. 1-2-0 to Rs. 2-2-0 per day in the different mines while those appointed on a monthly basis got Rs. 36 to Rs. 70 per month in the various mines. The average monthly earnings for sardars were Rs. 54-4-9 in Andhra Pradesh, Rs. 75 in Bihar and Rs. 45-12-0 in Rajasthan.

(iv) *Shot-firer/Blaster*—Shot-firers were appointed on a daily basis in the State of Bihar and were paid Rs. 2-9-6 per day in all the mines. In Andhra Pradesh and Rajasthan, they were appointed on daily basis as well as on monthly basis. In Andhra Pradesh, the rates varied from Rs. 2-2-0 to Rs. 2-8-0 per day for daily-rated workers and Rs. 56 to Rs. 80 per month for monthly-rated workers in the different mines. In Rajasthan, daily-rated workers got Rs. 1-5-0 per day while the rates for monthly-rated workers varied from Rs. 36 to Rs. 70 per month in the various mines. The average monthly earnings for shot-firers were Rs. 57-12-0 in Andhra Pradesh, Rs. 59-10-6 in Bihar and Rs. 32-13-0 in Rajasthan.

(v) *Pump-Khalasi*—Employment of Pump-khalasis on daily basis as well as on monthly basis was reported in all the States although employment on daily basis was more prevalent. The rates paid to daily-rated workers in different mines varied from Rs. 1-2-0 to Rs. 2-0-0 per day in Andhra Pradesh and from Rs. 1-2-0 to Rs. 1-5-0 in Rajasthan. In Bihar, daily-rated workers were paid Rs. 2-6-6 in all the mines. Monthly-rated workers were paid Rs. 70 per month in one mine of Andhra Pradesh, Rs. 36 per month in one mine of Rajasthan and Rs. 76-3-0 to 90 in 5 mines of Bihar where monthly rates were prevalent. Of the 5 mines of Bihar, workers employed in 4 mines got Rs. 76-3-0 per month while in the remaining one mine, workers were paid Rs. 90 per month. The average monthly earnings for Pump-khalasis were Rs. 41-11-0 in Andhra Pradesh, Rs. 57-5-6 in Bihar and Rs. 25-5-0 in Rajasthan.

91. **Bonus**—Details regarding different types of bonus paid to workers in different mines are given below—

(a) **Profit Bonus**—The profit bonus scheme existed only in one mine of Andhra Pradesh. In this mine, all workers were paid profit bonus equivalent to 12 per cent. of their total wages during the year 1958.

(b) **Attendance Bonus**—The system of paying attendance bonus was prevalent in all the 44 sampled mines of Bihar and in 7 of the mines of Andhra Pradesh.

In Bihar, all daily-rated workers were paid monthly and quarterly Attendance Bonus as per Award dated 2nd April, 1954 of Sri L. P. Dhabe, Chairman, Industrial Tribunal Dhanbad. Monthly Attendance Bonus equivalent to 12½ per cent., of their total earnings was paid to those workers who had a minimum attendance of 20 days in a month. This bonus was paid monthly to eligible workers. Besides, all categories of workers could get Quarterly Attendance Bonus, equivalent to 7 days' basic wages. Underground workers with 45 days attendance and surface workers with 57 days' attendance in a quarter were eligible for the quarterly bonus. This bonus was paid quarterly.

In 5 mines of Andhra Pradesh, yearly Attendance Bonus equivalent to one day's basic wage for every 24 days worked for daily-rated workers and one month's pay for monthly-rated workers was paid. In one mine, all workers were given bonus equivalent to one day's average pay for every 26 days worked. In the remaining mine, all daily-rated workers having a minimum service of 3 months were given bonus equivalent to 1 day's basic wage for every 22 days worked while the monthly-paid workers were given bonus equivalent to 1 month's basic pay.

(c) **Service Bonus**—In one mine of Andhra Pradesh, all workers having 6 months' service were given clothing worth Rs. 20/- during the year 1956.

92. No bonus of any kind was paid to workers employed in any of the 12 sampled mines of Rajasthan.

### WORKING CONDITIONS

101 **Hours of work, rest intervals etc**—In all the mines, the working hours were 8 per day excepting 2 mines in Bihar where the working hours were 7. The period of daily rest interval varied from half-an-hour to one hour in the different mines. The rest interval was mostly meant for surface workers. The weekly hours of work were 48 in all the mines excepting two mines, where the weekly hours of work were 42.

102 **Night shifts were worked in 33 mines**—4 in Andhra Pradesh, 23 in Bihar and 6 in Rajasthan. 23 of the mines were working 3 shifts while the remaining 10 mines were working 2 shifts. No separate allowance for night shift workers was being paid but the system of changeover of shift every week was prevalent.

103 **Leave and Holidays with Pay**—(i) **Casual Leave**—Casual leave was granted only in the case of mines—4 in Andhra Pradesh and 5 in Bihar. In one mine of Andhra Pradesh, all workers were granted 7 days' casual leave in a year. In the remaining 3 mines,

only monthly paid workers were granted such leave and the number of days allowed was 10, 15 and 36 respectively. In 5 mines of Bihar, only monthly-rated workers were given 10 days' casual leave in a year (as per Award dated 2-4-1954 of Shri L. P. Dhabe, Chairman, Industrial Tribunal, Dhanbad).

(ii) *Sick Leave*—As per Award of Shri Dhabe referred to above all the monthly-rated workers in Bihar mines were entitled to sick leave for 7 days in a year. In the other States, sick leave was granted only in the case of 4 mines—3 in Andhra Pradesh and 1 in Rajasthan. In one mine of Andhra Pradesh workers were given 7 days' sick leave. In another mine, workers were allowed 15 days' sick leave on production of a medical certificate. In the third mine, sick leave was allowed only in deserving cases and the number of days allowed was not fixed but leave was usually granted for the full period of sickness. In the Rajasthan mine, sick leave was allowed in genuine cases. Apart from the leave provided in the Award for the monthly-rated workers, six of the mines in Bihar allowed sick leave in genuine case to daily-rated workers.

(iii) *Earned Leave*—Earned leave was granted to workers in 62 mines (out of 66 sampled mines). Of these, 44 were in Bihar, 12 in Rajasthan and 6 in Andhra Pradesh. In Bihar, all the workers (daily-rated and monthly-rated) enjoyed this leave as per Award dated 2nd April, 1954 of Shri L. P. Dhabe, Chairman, Industrial Tribunal, Dhanbad. According to this Award, all daily-rated workers were entitled to this leave at the rate of 1 day for every 20 days' attendance. The condition of eligibility was 216 days' attendance in a year for under-ground workers and 228 days' attendance in a year for surface workers. Monthly-rated workers were entitled to 20 days' earned leave in a year. The condition of eligibility for such workers one year's service.

In the 12 mines of Rajasthan, workers got earned leave as per the Mines Act, 1952.

In Andhra Pradesh, the period of earned leave varied in the various mines. In 3 mines, earned leave was granted to workers as per the Mines Act. In one mine, under-ground workers were granted earned leave at the rate of 1 day for 27 days worked, surface workers at the rate of 1 day for 38 days worked and salaried employees at the rate of 1 day for 19 days worked. In the remaining two mines, daily-rated workers were given 7 days' earned leave in a year while the monthly rated workers were allowed 14 days leave in a year. The condition of eligibility however, varied in the two mines. Under-ground workers with 190 days' attendance and surface workers with 265 days' attendance in a year were eligible in the first mine and workers with 260 days' attendance in a year were eligible in the second mine.

104 *Holidays*—All the 66 mines allowed holidays with pay. The period, however, varied. 2 mines allowed 15 days, 10 mines allowed 8 days, 11 mines allowed 7 days, 2 mines allowed 5 days, 1 mine allowed 4 days, 25 mines allowed 3 days and 15 mines allowed 2 days.

105. *Weekly-off*—Out of the 66 sampled mines, weekly off with pay was granted to workers only in the case of 22 mines—10 in Andhra Pradesh, 7 in Bihar and 5 in Rajasthan. In the mines of Bihar

and Rajasthan, all workers were allowed weekly-off with pay while in the 10 Andhra Pradesh mines only monthly-paid workers were allowed weekly-off with pay. In the remaining 44 sampled mines, weekly-off was allowed to workers without pay.

### WELFARE

**11.1 Housing**—All the mine owners in Andhra Pradesh had provided housing accommodation to their workers although the percentage of workers housed was not indicated. The houses provided were kutchha huts or kutchha sheds. These were provided rent-free. In Rajasthan, no housing accommodation was provided to the workers as all the workers belonged to the nearby villages. In one mine of Bihar pucca houses were provided to the workers. In 24 mines, no housing accommodation was provided to the workers but the managements had built kutchha sheds near the mines and all such workers as stayed in those sheds for more than 20 days in a month were paid house-rent of Rs 4/- per month (as per award of Shri L. P. Dhabe). In the remaining 19 mines all workers came from the neighbouring villages and were therefore not provided with housing.

The source of water supply was wells in the case of Andhra Pradesh mines while in Bihar water carriers had been engaged for supplying water to the workers living in the kutchha sheds. Sanitary arrangements were looked after by the personnel of the Mica Mines Labour Welfare Fund Organisation. Latrines were provided in 40 mines—10 in Andhra Pradesh, 23 in Bihar and 7 in Rajasthan. In one more mine of Bihar, latrines were under construction. In Bihar, it was reported that these were not being used by the workers as they preferred to go in the open forest.

**11.2 Medical, Recreational and other Facilities**—None of these facilities was being provided by the managements. However, such facilities were provided by the Mica Mines Labour Welfare Fund Organisation, Government of India. The Mica Mines Labour Welfare Fund Act, 1946 provides for the levy of an ad-valorem customs duty on all mica exported from India except from the State of Jammu and Kashmir. The cess so collected is utilised towards the promotion of welfare facilities for labour employed in the mica mining industry. A brief description of the facilities provided by the Fund is given below:—

**Medical Facilities**—The Fund provides medical facilities for mica miners and members of their families. The facilities provided include maintenance of a Central Hospital at Karma as well as static and mobile dispensaries. There are three static dispensaries in Andhra Pradesh and five each in Bihar and Rajasthan. In Andhra Pradesh, these are located at Kalchedu, Talupur and Sydapuram. In Bihar at Debour, Dhorakola, Dhab, Bendro and Charkapathal and in Rajasthan at Amla, Bagore, Bimali, Roper and Lawa—Sardaigarh. Besides these, there were mobile dispensaries—one in Andhra Pradesh, two in Bihar and five in Rajasthan. These mobile units catered to the needs of workers and their families living in areas not served by the static dispensaries.

### EDUCATION AND VOCATIONAL FACILITIES

**Andhra Pradesh**—Six elementary schools and one middle school, which are being maintained by the Fund, were functioning in the

mining areas of the State. The Fund also maintained the boarding-house at Sydapuram which accommodated 18 children of mica miners studying in the District Board High School. In the two schools at Kalichedu and Talupur, the children were taught various types of handicrafts. One Community Centre was also run for the benefit of mica miners and their families.

**Bihar**—Four multi-purpose institutes each comprising an adult education centre and a women welfare centre were functioning at Debour, Dhab, Kodarma and Saphi for the benefit of mica miners and their families. Six primary schools were also functioning at Khujuri, Sankh Charki, Gajandi, Bhandari and Khorkata.

**Rajasthan**—Adult education centres for the benefit of mica miners existed at 12 places. At these centres, slates, pencils and books were supplied free. Four primary schools were run by the Fund, one each at Amlı, Dhosar, Ganeshpura and Toonka. Reading rooms and libraries were also maintained at two of the welfare centres at Bajore and Amlı. In the former centre first-aid classes were also conducted. Knitting and Sewing classes for women workers were also conducted at four welfare centres, viz., Para, Sanod, Surajpura and Sarand.

**Recreational facilities**—Recreational facilities such as indoor and outdoor games were also provided by the Fund for the miners in all the three States. At most of the centres, radio sets were maintained and free cinema shows were arranged in a number of such centres.

**11.3 Rest Shelters**—Rest shelters existed in 42 mines, these were pucca in the case of 5 mines and kutcha in the others. In the case of 25 mines, certain amenities such as benches, mats and cots were provided for the workers. In one mine of Andhra Pradesh, rest shelter was being used as a creche.

**12. Accidents and Compensation**—No accident was reported to have occurred during the year ending 31st September 1958 in any one of the sampled mines.

**13. Occupational Diseases**—The common disease to which workers in mica mines are exposed is Silicosis. Workers were not reported to be suffering from this disease in view of the fact that wet drilling had been introduced by the different mine owners.

**14. Maternity Benefit**—The managements did not provide any maternity benefit to women workers in any one of the sampled mines. Maternity and child welfare facilities to such workers were provided by the Mica Mines Labour Welfare Fund Organisation. Four maternity centres run by the Fund in Andhra Pradesh, two centres in Bihar and 5 centres in Rajasthan were rendering useful service to the women and children in the mining areas.

**15. Provision for future of workers**—None of the units in the States of Andhra Pradesh, Bihar and Rajasthan had got any scheme of Provident Fund or gratuity for their workers.

## INDUSTRIAL RELATIONS

**16.1. Standing Orders**—Out of 66 mines, 44 had framed Standing Orders for regulating the conditions of service of their employees. These Orders were certified in 36 cases, while in 8 cases, these were under certification.

16.2. *Works Committees*—Only in 6 mines—5 in Andhra Pradesh and 1 in Bihar Works Committees existed for looking after the grievances of workers. The workers had equal representation with management on such Committees in all the mines.

16.3 *Trade Unions*—There were no trade unions exclusively of workers belonging to an individual mine. But certain unions (viz, the Mica Labour Union and the Abrak Mazdoor Union at Jhumri Telaiya in Bihar and Mica Karmika Sangham at Gudur in Andhra Pradesh were looking after the interests of the mica mine workers. These Unions were recognised by the managements of various mines.

17. *Labour or Welfare Officers*—None of the sampled mines had appointed a Labour or Welfare Officer.

## PART B

### *Mica Factories*

18 The information in respect of mica factories in this report is based on 34 units—10 in Andhra Pradesh, 16 in Bihar and 8 in Rajasthan—which were either attached to sampled mica mines as in Andhra Pradesh and Rajasthan or were located in adjacent areas but were owned by the owners of the sampled mines as in Bihar.

### EMPLOYMENT

19.1 Data regarding employment of labour in respect of 34 factories, State-wise and sex-wise, are given in Table No VII

The total number of workers employed in the 34 mica factories on 30th September 1958 was 7,197. Of these, 5,643 or 78.4 per cent, were males and 1,554 or 21.6 per cent., females. Taking the individual States, it will be seen that employment of females predominated in Andhra Pradesh where 38.9 per cent were males and 61.1 per cent were females. In Bihar and Rajasthan, females accounted for only 18.2 per cent and 11.2 per cent of the total number of workers respectively.

19.2 Of the 7,197 workers employed, 6,582 or 91.5 per cent, were adults, 246 or 3.4 per cent were adolescents and 369 or 5.1 per cent were children. In Andhra Pradesh, adolescent and children were not employed while in Rajasthan, children were not employed and adolescents accounted for 4.4 per cent. of total workers. In Bihar adolescents and children accounted for 3.7 per cent. and 6 per cent. of the total number of workers respectively.

19.3. *Permanent, Temporary and Casual Workers*—Workers are classified as permanent, temporary and casual. Details regarding such classification of workers employed in the 34 mica factories have been furnished in Table No. VIII

It will be seen from the table that out of 7,197 workers, 4,328 or 60.1 per cent were permanent, 2,240 or 31.1 per cent were temporary and 629 or 8.8 per cent. were casual. Taking the individual States, it will be noticed that the percentage of permanent workers was the highest in Rajasthan (86.0) and the lowest in Bihar (56.5). All the casual workers were females and were employed in one factory of Bihar. No casual workers were employed in the factories of Andhra Pradesh and Rajasthan.

19.4 *Time-rated and Piece-rated Workers*—Table No IX gives details regarding labour employed on time-rate and piece-rate basis.

TABLE No. VII  
No. of workers employed in Mica Factories as on 30-9-1958

State	No. of factories covered	No. of Workers											Total	
		Adults		Adolescents			Children			Total				
		Male	Female	Total	Male	Female	Total	Boys	Girls			Total	Male	Female
		Total												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Andhra Pradesh . .	10	273	307	580	—	—	—	—	—	—	273	307	580	
Bihar . .	10	4 418	1 097	5 515	221	6	227	359	10	369	4 604	1 113	5 717	
Rajasthan . .	8	773	44	817	10	—	10	—	—	—	792	44	836	
Total	34	5 044	1 538	6 582	230	6	236	379	10	389	5 643	1 534	7 177	





No. of workers employed on Time and Piece Rates in mica Factories as on 30th September 1958

State	No of factories covered	No of Workers											
		Adults		Adolescents		Children			Total				
		Male	Female	Total	Male	Women	Total	Boys	Girls	Total	Male	Female	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Andhra Pradesh													
(a) Time rated	10	253	397	650	—	—	—	—	—	—	253	397	650
(b) Piece rated		—	—	—	—	—	—	—	—	—	—	—	—
Bihar													
(a) Time rated		3,833	243	4,181	220	—	220	129	—	129	4,187	243	4,430
(b) piece rated		589	854	1,334	1	6	7	230	10	240	811	870	1,681
Rajasthan													
(a) Time rated		88	—	88	19	—	19	—	—	—	107	—	107
(b) Piece rated		285	44	329	—	—	—	—	—	—	285	44	329

It will be seen from the table that out of 7,197 workers employed in the 34 factories, 5,187 workers or 72.1 per cent were employed on time-rates while the remaining 2,010 or 27.9 per cent were employed on piece-rates. Statewise break-up shows that employment on piece rate system was more common in Rajasthan where 75.5 per cent. of the workers were engaged on this basis. In Bihar, 27.5 per cent. of the workers were employed on piece-rate system while in Andhra Pradesh all workers were time-rated.

195 *Length of Service*—Data relating to the length of service of labour are available in respect of 6,568 workers and the same are presented in Table No. X

TABLE NO. X

*Length of Service of Workers in Mica Factories as on 30th September 1958*

State	Number of Factories	Number of workers having service				Total
		Below 1 year	Of 1 year or more but below 5 years	Of 5 years or more but below 10 years	Of 10 years or above	
1	2	3	4	5	6	7
Andhra Pradesh	10	376 (57.9)	190 (29.2)	61 (9.4)	23 (3.5)	650 (100.0)
Bihar	16	2,225 (40.6)	1,591 (34.3)	1,113 (20.3)	263 (4.8)	5,492 (100.0)
Rajasthan	8	350 (89.2)	41 (9.4)	5 (1.2)	1 (0.2)	430 (100.0)
Total	34	2,990 (45.5)	2,112 (32.2)	1,179 (17.9)	287 (4.4)	6,568 (100.0)

Taking all the States together, it will be seen that 45.5 per cent. of the workers had service below one year; 32.2 per cent had service of one year or more but below 5 years; 17.9 per cent had service of 5 years or more but below 10 years and the remaining 4.4 per cent. had service of 10 years or more. In the individual States, majority of the workers had service below 5 years, the percentage of such workers being 87.1 in Andhra Pradesh, 74.9 in Bihar and 98.6 in Rajasthan. The percentage of workers having service of 10 years or above was 3.5 in Andhra Pradesh, 4.8 in Bihar and 0.2 in Rajasthan.

196 *Absenteeism*—Data regarding absenteeism in respect of 34 factories have been furnished in Table No. XI.

TABLE No XI  
Rate of Absenteeism in Mica Factories during the year ending September 1958

State	No. of factories covered	Percentage of Absenteeism												
		Octo- ber, 1957	Novem- ber, 1957	Decem- ber, 1957	Janu- ary, 1958	Febru- ary, 1958	March, 1958	April, 1958	May, 1958	June, 1958	July, 1958	Aug- ust, 1958	Septem- ber, 1958	Average for the year
I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Andhra Pradesh	10	13.1	13.6	8.2	7.3	14.6	9.7	9.0	13.2	14.8	10.2	11.4	12.6	12.1
Bihar	16	15.4	17.2	15.7	12.8	13.1	14.8	14.2	14.2	15.3	15.0	17.1	12.7	14.9
Rajasthan	8	24.4	27.4	20.7	19.3	19.0	22.0	20.0	27.7	23.8	26.6	14.7	23.4	22.7

The average annual rate of absenteeism was the highest in Rajasthan (22.7 per cent) and the lowest in Andhra Pradesh (12.1 per cent). The All-India average for the year was 15.4 per cent. The high rate of absenteeism may be attributed to the fact that most of the workers come from rural areas and they absent themselves from the factories during the sowing and the harvesting periods.

**20.1 Recruitment and Apprenticeship**—Like mica mines, there was no regular system for recruiting the workers in mica factories. In Andhra Pradesh and Bihar workers were recruited directly by the managements while in Rajasthan, recruitment was made through the existing workers.

**20.2** The system of apprenticeship did not exist in the mica factories covered.

### WAGES AND EARNINGS

**21.1. Wages**—Employment in mica works is one of the employments scheduled under the Minimum Wages Act, 1948. Under the provisions of the Act, the Governments of Bihar and Andhra Pradesh have fixed minimum rates of wages for workers employed in mica factories. The rates fixed under the Act are Rs. 1.46 per day in Bihar and Rs. 1.40 per day in Andhra Pradesh. In Bihar, a 7 per cent. increase in the minimum rates of wages fixed under the Act has been given to the workers as a result of the Award of Shri A. Hassan, Chairman of the Industrial Tribunal, Bihar and the workers are now getting a minimum rate of Rs. 1.60 per day. It may be mentioned that workers in certain factories were not getting the increased rates of Rs. 1.60 per day, they were getting only Rs. 1.46 per day, as fixed under the Act.

Table No. XII shows the rates of wage paid to different categories of workers in the mica factories in different States. Excepting cutters in the States of Bihar and Rajasthan, all categories of workers were employed on time-rate basis. The wages paid to different categories of workers varied from Re. 1 to Rs. 1/10/- per day in Andhra Pradesh and Rs. 1/4/6 to Rs. 1/8/6 per day in Bihar. Higher wages were also paid to efficient workers in certain factories of Bihar. For instance, in one factory, cutters got Rs. 2 per day while in 3 other factories of Bihar, workers got Rs. 1.37 to Rs. 2.67 per day. In Rajasthan, only cutters and sorters were employed in the mica factories attached to the mines. The cutters were generally employed on piece-rate basis and were paid on the basis of a seer, the rate per seer being Re. -/5/6 to Re. 0/5/9. In two factories of Rajasthan cutters were employed on daily basis and were paid Rs. 1/2/- and Rs. 1/4/- per day respectively. Sorters were generally employed on monthly basis in the factories of Rajasthan and were paid Rs. 30 to Rs. 61/12/- per month in the different units. In one factory, sorters were engaged on daily basis and were paid Rs. 1/4/- per day.

**21.2 Earnings**—Details regarding the average daily earnings of different categories of workers are shown in Table No. XIII.

TABLE No. XII  
Showing State-wise Rates of Wages paid to different Categories of workers in Mica Factories.

Serial No.	Occupation	Andhra Pradesh			Bihar			Rajasthan		
		Time rates		Piece-rates	Time rates		Piece rates	Time rates		Piece rates
		Daily-rated	Monthly-rated		Daily-rated	Monthly-rated		Daily-rated	Monthly-rated	
1	Cutter	Rs 1 0 0 to 1 10 0 per day	—	Rs. A P —	Rs 1 4 6 to 1 6 0 per day (Adults) Rs 0 9 4 to 1 0 1 (Adolescent)	Rs. A P —	Rs. A. P. 0 4 6 to 0 13 0 per seer	Rs. A P 1 2 0 to 1 4 0 per day	Rs. A P —	Rs. A P 0 5 6 to 0 3 9 per seer
2	Sorter	1 0 0 to 1 10 0 per day	—	—	1 4 6 to 1 6 0 per day	—	—	1 4 0 per day	30 0 0 to 61 12 0 p.m.	—
3	Dresser	1 3 0 to 1 10 0 per day	—	—	—	—	—	—	—	—
4	Condenser Maker	—	—	—	1 4 6 to 1 8 6	—	—	—	—	—



**TABLE XIII**  
**Occupation-wise Average Earnings per Man-day Worked**

Serial No	Occupation	Average daily earnings		
		Andhra Pradesh	Bihar	Rajasthan
1	2	3	4	5
		Rs. A P.	Rs. A P.	Rs. A P.
1	Cutter	1 6 6	1 5 6	1 10 3
2	Sorter	1 8 9	1 6 3	1 12 3
3	Condenser maker	—	1 6 6	—
4	Wrapper maker	—	1 4 6	—
5	Screener	—	1 4 3	—
6	Packer	1 4 0	1 8 6	—
7	Splitter	1 2 6	1 4 0	—
8	Others—			
	(i) Water carrier, etc	1 3 0	—	1 6 0
	(ii) Waste round cutter	1 2 9	—	—

The average earnings for each category of workers in the above table have been worked out for each State by dividing the total earnings of all workers in that category during the month of September 1958 by the total man-days worked by workers in that category during that month. The adults and adolescents have been grouped together while calculating the average daily earnings.

**21.3 Bonus**—The system of paying bonus existed in 25 factories—16 in Bihar and 9 in Andhra Pradesh. No bonus was paid to the factory workers in the State of Rajasthan.

In Bihar, all workers were paid Monthly and Quarterly Attendance Bonuses. Monthly Attendance Bonus was paid at the rate of 12½ per cent of the total wages provided a worker had a minimum attendance of 21 days in a month. This bonus was paid monthly to eligible workers. Quarterly Attendance Bonus at the rate of 8 days' basic wages was paid provided a worker had a minimum attendance of 65 days in a quarter. This bonus was paid quarterly to eligible workers. Of the 9 factories paying bonus in Andhra Pradesh, workers in 1 factory got profit bonus, in another factory they got service bonus while in the remaining 7 factories they got Attendance Bonus. The rates of different types of bonus paid in these units were the same as in the case of workers employed in the mica mines and discussed in Part A of this report.

#### WORKING CONDITIONS

**22. Hours of work, rest intervals, etc.**—All the factories worked day-shift only. The weekly hours of work were 48 and daily hours were 8 with a spreadover of 8½ to 9 hours. The period of rest interval varied from half-an-hour to one hour daily in the different factories. The daily hours of work for adolescents were 4½ and weekly hours of work for them were 27. The daily spreadover was 5 hours with a daily rest intervals of half-an-hour.

#### LEAVE AND HOLIDAYS WITH PAY

**23. 1. Casual leave**—Casual leave was granted only in 5 factories of Andhra Pradesh. In one factory, all workers were granted 7 days' casual leave in a year. In another factory, all workers were eligible



for casual leave at the rate of 1 day for every 38 days worked. In the remaining 3 factories, casual leave was granted only to monthly-rated workers. The number of days allowed to such workers differed in the 3 factories being 10 per annum in one, 15 per annum in another and 36 per annum in the third.

232 *Sick leave*—Sick leave was granted to workers only in 4 factories—3 in Andhra Pradesh and 1 in Bihar. The number of days allowed in the Bihar factory was not fixed. In one factory of Andhra Pradesh, all workers were allowed 15 days' sick leave on production of a medical certificate. In another factory, only monthly-rated workers were given sick leave for the period of their sickness. In the third factory all workers were allowed 7 days' sick leave in a year.

233 *Earned leave*—Earned leave was granted to workers in 27 factories—4 in Andhra Pradesh, 7 in Rajasthan and 16 in Bihar. Workers employed in all the mica factories of Bihar got earned leave at the rate of 1 day for 20 days' attendance in a month provided such workers had got 240 days' attendance in a year. In Andhra Pradesh and Rajasthan, workers got earned leave as per the Mines Act.

24 *Holidays*—All the 34 factories allowed holidays with pay to the workers. In all the 10 factories of Andhra Pradesh, workers got 8 holidays with pay while the holidays with pay granted to workers in Bihar and Rajasthan factories varied from 2 to 7 days in a year.

25 *Weekly off*—Weekly-off was generally allowed without pay to daily-rated workers although some factories in Bihar and Rajasthan allowed it with pay. Monthly-rated workers got weekly-off with pay in Andhra Pradesh. There were no such workers in Bihar.

#### WELFARE

261 *Housing*—Housing accommodation was provided to workers employed in the mica factories of Andhra Pradesh although the percentage of workers housed is not known. No housing accommodation was provided to the workers by the managements in the States of Bihar and Rajasthan. In Bihar the mica factories are located in big towns like Jhumri Telaiya, Kodarma and Giridih and all workers employed in the mica factories came from villages adjacent to these towns. In Rajasthan the factories are located in the villages and all workers employed in the mica factories come from the nearby villages.

262 The type of houses provided to the workers in Andhra Pradesh were in the form of Kutchha huts or kutchha sheds. These were provided rent-free.

271 *Medical, Recreational and Other Facilities*—The mica factories which are attached to the sampled mines in the States of Andhra Pradesh and Rajasthan are governed by the Mines Act and as such workers employed in such factories enjoyed the same facilities as provided to mica mine workers by the Mica Mines Labour Welfare Fund Organisation, Government of India. A brief description of the facilities provided to the workers by the Fund in the States of Andhra and Rajasthan has already been given. No facilities were provided to the workers by the different managements except that they maintained first-aid boxes.

In Bihar there are no factories attached to the sampled mines and the factories which were surveyed are governed by the Factories

Act, 1948. The workers employed in these factories did not enjoy the facilities which were provided to the mica mines workers by the Mica Mines Labour Welfare Fund Organisation. Of the 16 sampled factories in Bihar, no medical facilities were provided to the workers in 13 factories except that the managements maintained first-aid boxes. Two factories had well-equipped hospitals while another factory had a medical dispensary. Recreational facilities existed only in one factory. In 5 factories, there were canteens for the workers where tea and snacks were served. Educational facilities for workers existed in 3 factories. In 4 factories, creches were provided for the women workers' children.

28. *Rest Shelters*—Rest shelters were provided by 20 factories. There were pucca rest shelters in the case of 9 factories while in the remaining factories these were kutcha. In 6 more factories, no proper rest shelters were built for the workers but factory varandahs were being used as rest shelters. In certain rest shelters certain amenities such as, tables, benches, etc., were provided for the workers.

29. *Drinking Water Facilities*—Arrangements for drinking water existed in all the factories surveyed. In majority of the factories of Bihar and Rajasthan, water was kept in earthen pots inside the factory premises. In 2 big factories of Bihar, persons were engaged for supplying water to the workers in the different departments of the factory. In Andhra Pradesh factories, water was stored in tanks which were fitted with taps.

30. *Occupational Diseases and Accidents*—In mica factories all the work is done by hand with the help of knives and other small sharp instruments. No accident or occupational disease was reported by the managements during the course of the enquiry.

31. *Maternity Benefits*—As the mica factories attached to the sampled mines in the States of Andhra Pradesh and Rajasthan are governed by the Mines Act, maternity and child welfare facilities were provided by the Mica Mines Labour Welfare Fund Organisation, details of which have already been given in Part I. No such facilities existed for factory workers in Bihar.

32. *Provisions for the Future of Workers*—None of the factories reported the existence of a Provident Fund Scheme or Gratuity Scheme for their workers.

#### INDUSTRIAL RELATIONS

33.1. *Standing Orders*—Out of 34 factories, 25 factories had framed Standing Orders for regulating the conditions of service of their employees. These were certified in all the cases.

33.2. *Works Committees*—In 11 factories—4 in Andhra Pradesh, 6 in Bihar and 1 in Rajasthan Works Committees existed for looking after the grievances of workers. The workers had equal representation with employers in such Committees in all the factories.

33.3. *Trade Unions*—There were no separate trade unions for the mica factory workers. The trade unions of mica mine workers also looked after the interests of mica factory workers.

34. *Labour or Welfare Officers*—Labour Officers were reported to have been appointed in 5 big factories of Bihar. These Officers looked after recruitment and welfare of the workers. They also acted as Conciliation Officers. In the remaining 29 factories, no Labour Officer was appointed.

## AVERAGE DAILY EMPLOYMENT IN REGISTERED FACTORIES DURING THE HALF YEAR ENDING 30TH JUNE, 1958

In the review for the preceding half year ending 31st December, 1957, published in the December, 1958 issue of the Indian Labour Gazette, the method of collection of half yearly statistics of employment in factories, concept of average daily employment, etc. have been discussed in details. The statistics of employment in the registered working factories during the first half of 1958 are presented in Table No. 1 for general information compiled on the basis of consolidated half yearly returns received from the concerned authorities of States and Centrally Administered Areas. The data considered here relate to the States of Andhra Pradesh, Assam, Bihar, Bombay, Kerala, Madhya Pradesh, Madras, Mysore, Orissa, Punjab, Rajasthan, Uttar Pradesh and West Bengal and the Union Territories of Andaman and Nicobar Islands, Delhi, Himachal Pradesh and Tripura. The State of Jammu and Kashmir and the Manipur Administration did not furnish their returns and hence the statistics presented here do not include information relating to these States. The statistics presented in Table No. I relate to the number of working factories and average daily employment therein. The figure of average daily employment is the combination of average daily employment in factories submitting returns and estimated average daily employment in factories not submitting returns. However, the States of Bombay, Kerala and Punjab did not furnish estimated figures of average daily employment in factories which did not furnish returns and hence in their cases the total average daily employment relate to only those working factories which submitted returns.

Subject to the above limitations, it will be seen from Table No. I that the total average daily employment in 37,732 factories for which information on employment was available, was 33,23,547 during the first half of 1958.

Considered by States, Bombay claimed the highest factory employment i.e., about 9.9 lakhs, of which near about 5 lakhs were in Textile Industry. These figures would have been still higher if the estimated employment figures in factories not submitting returns were known for this State. Next in order came W. Bengal accounting for 6.7 lakhs of workers, of which 41.3 per cent. was in the Textile Industries group only. Madras, Uttar Pradesh and Andhra Pradesh followed next with 3.1 lakhs, 2.8 lakhs and 2.1 lakhs of workers respectively. Next in order of employment featured Bihar (accounting for 1.8 lakhs), Madhya Pradesh (accounting for 1.5 lakhs), Mysore (accounting for 1.3 lakhs) and Kerala (accounting for 1.1 lakhs), considered by Industry groups, Textiles claimed the highest employment (11.5 lakhs). The industry groups of Food (except Beverages) and Transport Equipment followed at a distance claiming employments of 4.3 and 3.1 lakhs respectively. Next in order followed Tobacco, Non-metallic Mineral Products (except Production of Petroleum and Coal), Machinery (except Electrical Machinery), Processes Allied to Agriculture (Gins and Presses), Miscellaneous Industries, Basic Metal Industries and Chemicals and Chemical Products with a level of employment between one and two lakhs.

TABLE NO. I

*Average Daily Employment in Registered Working Factories During the Half Year Ending 30th June, 1958*

The Figures against (a) Indicate Average Daily Employment and those against (b) Indicate Number of Working Factories

Cash No	Industry	Andhra Pradesh	Assam	Bihar	Bombay	Kerala	Madhya Pradesh
	1	2	3	4	5	6	7
01	Processes Allied to Agriculture (Gins and Presses) (a)	5,805	664	676	68,575	.	21,077
	(b)	169	9	51	1,167	—	362
20	Food (except Beverages) (a)	42,148	46,164	35,018	55,657	49,613	17,167
	(b)	1,465	813	2,732	1,854	467	513
21	Beverages (a)	339	135	391	980	—	498
	(b)	12	1	8	39	—	12
22	Tobacco (a)	87,877	—	10,017	35,731	1,274	15,054
	(b)	715	—	346	583	97	277
23	Textiles (a)	29,786	129	8,913	4,06,036	21,714	48,294
	(b)	77	4	38	1,834	330	57
24	Footwear, Other Wearing Apparel and Made up Textile Goods (a)	413	—	1,333	2,690	654	216
	(b)	25	—	4	76	21	6
25	Wood and Cork (except Furniture) (a)	1,211	3,293	1,777	7,090	5,805	2,810
	(b)	117	102	198	331	192	116
26	Furniture and Fixtures (a)	2,516	18	219	2,675	869	301
	(b)	26	1	10	72	15	7
27	Paper and Paper Products (a)	2,209	—	2,927	6,041	971	1,513
	(b)	6	—	4	105	1	4
28	Printing, Publishing and Allied Industries (a)	1,510	849	4,454	26,867	1,732	1,192
	(b)	139	19	123	681	93	52
29	Leather and Leather Products (except Footwear) (a)	1,438	—	289	1,006	—	113
	(b)	54	—	2	52	—	3
30	Rubber and Rubber Products (a)	223	—	—	6,115	1,765	141
	(b)	3	—	—	78	66	2

TABLE No I—contd.

Code No	1	2	3	4	5	6	7
31	Chemicals and Chemical Products (a)	2,111	757	7,661	32,456	3,054	1,718
	(b)	69	1	89	353	46	80
32	Products of Petroleum and Coal (a)	517	1,516	2,169	6,407	753	136
	(b)	14	8	15	57	8	10
33	Non-metallic Mineral Products (except Products of Petroleum and Coal) (a)	7,776	107	23,770	71,687	11,614	14,467
	(b)	147	2	197	511	156	82
34	Basic Metal Industries (a)	327	32	12,509	11,600	965	1,098
	(b)	12	2	12	251	2	9
35	Metal Products (except Machinery and Transport Equipment) (a)	4,135	722	1,003	26,087	712	868
	(b)	128	4	54	616	29	14
36	Machinery (except Electrical Machinery) (a)	5,173	1,794	12,681	32,817	1,910	3,617
	(b)	140	31	211	662	79	25
37	Electrical Machinery, Apparatus, Appliances and Supplies (a)	61	—	2,151	10,311	191	1,537
	(b)	3	—	5	151	8	1
38	Transport Equipment (a)	14,090	4,217	16,312	69,912	2,561	2,190
	(b)	114	31	167	311	78	66
39	Miscellaneous Industries (a)	2,825	51	888	43,302	791	11,152
	(b)	77	1	87	555	8	10
41	Electricity, Gas and Steam (a)	2,114	255	1,290	7,537	75	2,351
	(b)	29	10	108	157	4	51
42	Water and Sanitary Services (a)	194	62	417	1,166	—	212
	(b)	12	5	15	46	—	14
43	Recreation Services (Cinema Studios) (a)	49	—	—	2,125	—	—
	(b)	1	—	—	30	—	—
44	Personal Services (Laundries, Dyeing and Cleaning) (a)	5,409	—	170	1,138	83	—
	(b)	111	—	7	19	5	—
	Total (a)	2,114,457	60,439	1,77,603	8,88,928	1,10,643	1,51,697
	(b)	3,943	3,049	4,813	10,667	1,679	1,826

TABLE No I—contd.

Code No	Industry		Madras	Mysore	Orissa	Punjab	Rajasthan	Uttar Pradesh
			8	9	10	11	12	11
01	Processes Allied to Agriculture (Gins and Presses)	(a)	13,139	13,514	—	7,478	5,247	797
		(b)	257	407	—	231	111	15
20	Food (except Beverages)	(a)	38,611	9,948	3,970	7,090	3,173	71,272
		(b)	1,495	404	84	194	70	553
21	Beverages	(a)	558	201	30	602	276	1,319
		(b)	31	3	1	0	5	14
22	Tobacco	(a)	12,567	5,506	1,870	—	1,806	2,568
		(b)	309	161	48	—	67	12
23	Textiles	(a)	1,14,788	36,207	3,164	23,077	10,283	63,706
		(b)	735	396	15	672	34	101
24	Footwear, Other Wearing Apparel and Made up Textile Goods	(a)	1,209	977	—	435	—	6,714
		(b)	41	14	—	8	—	35
25	Wood and Cork (except Furniture)	(a)	1,059	2,549	1,253	1,119	251	1,745
		(b)	29	88	84	62	44	21
26	Furniture and Fixtures	(a)	1,847	732	329	436	396	624
		(b)	31	24	3	0	3	13
27	Paper and Paper Products	(a)	178	1,627	3,311	1,953	—	1,678
		(b)	9	3	1	5	—	10
28	Printing, Publishing and Allied Industries	(a)	13,222	1,474	1,316	2,403	1,547	9,101
		(b)	422	78	19	76	81	174
29	Leather and Leather Products (except Footwear)	(a)	8,663	223	126	361	—	7,938
		(b)	237	8	4	2	—	11
30	Rubber and Plaster Products	(a)	590	128	—	499	15	57
		(b)	10	7	—	25	1	2

TABLE No I—contd.

Code No	1	8	9	10	11	12	13
31	Chemicals and Chemical Products (a)	16,587	4,964	93	916	234	5,419
	(b)	201	104	2	30	4	57
32	Products of Petroleum and Coal (a)	1,270	6,867	—	73	82	68
	(b)	13	78	—	8	5	4
33	Non-metallic Mineral Products (except Products of Petroleum and Coal) (a)	5,399	2,849	4,044	2,516	7,884	15,241
	(b)	34	28	10	27	47	148
34	Basic Metal Industries (a)	1,910	10,542	373	2,999	1,241	6,134
	(b)	36	26	3	123	23	107
35	Metal Products (except Machinery and Transport Equipment) (a)	5,118	1,190	150	6,094	2,044	3,518
	(b)	146	27	4	181	12	90
36	Machinery (except Electrical Machinery) (a)	13,993	4,799	1,504	11,711	162	11,318
	(b)	222	85	13	529	8	195
37	Electrical Machinery, Apparatus, Appliances and Supplies (a)	3,617	3,998	—	2,028	295	1,393
	(b)	33	14	—	37	1	10
38	Transport Equipment (a)	43,183	21,402	726	9,311	13,109	13,906
	(b)	279	122	16	73	27	142
39	Miscellaneous Industries (a)	9,411	785	322	2,561	524	20,097
	(b)	181	29	8	96	14	154
51	Electricity, Gas and Steam (a)	1,956	2,188	401	298	2,287	4,614
	(b)	15	19	9	18	34	37
52	Water and Sanitary Services (a)	438	450	23	82	—	986
	(b)	20	5	1	6	—	17
83	Recreation Services (Cinema Studios) (a)	1,821	40	—	—	—	—
	(b)	18	2	—	—	—	—
84	Personal Services (Laundries, Dyeing and Cleaning) (a)	3,406	194	7	13	—	10
	(b)	329	35	1	2	—	1
	Total (a)	3,12,466	1,12,902	24,994	86,878	50,854	2,76,872
	(b)	4,958	2,170	730	2,419	591	1,979

TABLE No I—contd.

Code No.	Industry		West Bengal	Andaman & Nicobar Islands	Delhi	Madhya Pradesh	Tripura	Total
			14	15	16	17	18	19
01	Processes Allied to Agriculture (Guns and Presses)*	(a)	1,474	—	21	—	151	1,40,684
		(b)	31	—	2	—	4	2,790
20	Food (except Beverages)	(a)	52,971	—	2,122	87	954	4,34,828
		(b)	888	—	64	2	41	11,057
21	Beverages	(a)	1,025	—	170	480	—	7,045
		(b)	15	—	4	4	—	17
22	Tobacco	(a)	4,500	—	—	—	78	1,79,246
		(b)	42	—	—	—	3	2,650
23	Textiles	(a)	2,77,327	—	18,408	54	—	11,50,777
		(b)	237	—	84	1	—	4,635
24	Footwear, Other Wearing Apparel and Made up Textile Goods	(a)	1,253	—	980	—	13	10,273
		(b)	26	—	18	—	1	278
25	Wood and Cork (except Furniture)	(a)	5,959	2,271	771	—	26	38,594
		(b)	157	5	13	—	9	1,557
26	Furniture and Textures	(a)	1,928	—	218	92	—	11,120
		(b)	38	—	12	1	—	27
27	Paper and Paper Products	(a)	12,061	—	75	—	—	34,544
		(b)	41	—	3	—	—	192
28	Printing, Publishing and Allied Industries	(a)	13,916	—	4,993	—	36	87,614
		(b)	230	—	111	—	1	2,514
29	Leather and Leather Products (except Footwear)	(a)	1,460	—	199	—	—	20,076
		(b)	75	—	6	—	—	476
30	Rubber and Rubber Products	(a)	20,057	—	375	—	—	29,070
		(b)	71	—	15	—	—	240



TABLE NO. I—contd.

Code No.	1	14	15	16	17	18	19
31	Chemicals and Chemical Products (a)	19,257	—	2,328	92	—	1,09,514
	(b)	163	—	23	1	—	1,235
32	Products of Petroleum and Coal (a)	3,749	—	179	—	—	23,632
	(b)	32	—	8	—	—	260
33	Non metallic Mineral Products (except Products of Petroleum and Coal) (a)	14,249	—	1,650	—	185	1,03,463
	(b)	98	—	23	—	2	1,512
34	Basic Metal Industries (a)	35,333	—	1,237	—	—	1,26,600
	(b)	215	—	47	—	—	871
35	Metal Products (except Machinery and Transport Equipment) (a)	22,992	—	3,238	—	—	81,201
	(b)	466	—	109	—	—	1,946
36	Machinery (except Electrical Machinery) (a)	35,600	261	4,000	434	—	1,42,110
	(b)	195	1	142	2	—	2,513
37	Electrical Machinery, Apparatus, Appliances and Supplies (a)	19,055	—	1,998	—	—	45,108
	(b)	74	—	53	—	—	417
38	Transport Equipment (a)	70,604	—	4,766	85	—	3,00,277
	(b)	175	—	63	3	—	1,605
39	Miscellaneous Industries (a)	24,475	—	2,132	—	—	1,32,494
	(b)	174	—	41	—	—	1,463
40	Electricity, Gas and Steam (a)	6,091	70	909	—	33	29,082
	(b)	57	1	5	—	1	370
41	Water and Sanitary Services (a)	1,522	—	843	—	—	6,429
	(b)	19	—	7	—	—	164
42	Recreation Services (Amusement Shows) (a)	233	—	—	—	—	4,789
	(b)	7	—	—	—	—	58
43	Personal Services (Laundries, Dyeing and Cleaners) (a)	701	—	231	—	—	11,907
	(b)	18	—	6	—	—	97
	Total (a)	6,71,478	2,762	57,236	1,324	1,473	33,23,547
	(b)	3,524	7	871	14	56	40,660

A B-41) Figures of average daily employment in respect of Bombay, Kerala and Punjab relate to factories submitting returns only, as estimated hours of average daily employment for these States are not available.

(2) The relevant returns were not received from Jammu & Kashmir and Manipur.

## REPORTS AND ENQUIRIES

### ANNUAL REPORT ON THE WORKING OF THE HOURS OF EMPLOYMENT REGULATIONS (RAILWAYS) FOR THE YEAR 1957-58\*—A SUMMARY OF.

1 *Scope and Application*—The Hours of Employment Regulations comprise chapter VI-A of the Indian Railways Act, 1890 and the Railway Servants (Hours of Employment) Rules, 1951 together with the subsidiary instructions issued by the Railway Board from time to time. The objects of these regulations are (a) to regulate the hours of work of railway servants, (b) to provide periodic rest for them at regular intervals, and (c) to secure for them (i) overtime wages in case they have to work extra hours, and (ii) compensatory rest whenever they forego the periodic rest. The Regulations are applicable to all classes of Railway Servants, except (a) those governed by the Factories Act, 1948, the Mines Act, 1952 and the Indian Merchant Shipping Act, 1923, and (b) those who are specifically 'excluded' from the purview of the Regulations. The 'excluded' categories are supervisory staff, persons employed in a confidential capacity, certain employees of the Medical Departments, armed guards and other personnel subject to military and police discipline, class IV staff whose work is considered to be very light, and the staff of Railway schools.

The total number of railway servants covered by the Regulations during the year under review was 11,09,430 as against 10,80,753 in the preceding year.

2. *Administration*—The Chief Labour Commissioner (C), Dy Chief Labour Commissioners, Regional Labour Commissioners (C) and the Conciliation Officers (C) have been appointed as "Supervisors of Railway Labour" under the Indian Railways Act, 1890. They are assisted by the Labour Inspectors (C), who, having no legal powers under the Act, carry out inspections, on behalf of the Regional Labour Commissioners, in their respective jurisdictions. At the end of the year under review, there were 6 Regional Labour Commissioners, 18 Conciliation Officers and 80 Labour Inspectors spread all over the country.

3. *Classification of Workers*—The peculiar nature of employment in Railways requiring service round the clock has necessitated classification of employees, under different categories with varying hours of work and periodic rest. Rule 4 of the Railway Servants (Hours of Employment) Rules, 1951, empowers the General Managers of the Railways, to classify the railway servants, under one or the other of four categories, namely, (1) intensive, (2) essentially intermittent, (3) continuous, and (4) excluded. The number of employees, classified under these four categories and their percentage in relation to the total number of employees, etc., on the different Railways is given in Table I.

\*For the report of the previous year, see *Indian Labour Gazette* September, 1956 issue, vide pp 220-223.



#### 4 *Enforcement:*

- (1) *Method of Inspection*—The Labour Inspectors conduct regular inspections, for about 12 to 15 days in a month. They visit every Railway establishment and carry out inspections under Hours of Employment Regulations, Payment of Wages Act and Employment of Children Act. Minor irregularities, such as, non-display of Rosters and Regulations, working beyond rostered hours or during rest periods, non-maintenance of registers, cases of continual night duty, etc., are taken up directly by them with the Railway Administration. Cases of wrong or doubtful classification, inadequate staff, and other major irregularities are referred by the Inspecting Officers to the Regional Labour Commissioners (C) for scrutiny and further action. Regional Labour Commissioners keep in close touch with the Heads of Railways and seek their co-operation in rectifying the irregularities detected by the Inspecting Officers. Quarterly Meetings are also held at the Divisional Level, General Manager's Level, and the Railway Board's Level between the officers of the Industrial Relations Machinery and the Railway authorities where outstanding issues and infringements are discussed and settled.
- (ii) *Classification of Employees*—As classification of railway servants under the Regulations is of primary importance to them, officers of the Industrial Relations Machinery (mentioned in para 2 above) continued to pay special attention to this matter. Cases of incorrect or doubtful classification of staff reported by the Inspecting Officers, are scrutinised by the Regional Labour Commissioners, are taken up with the General Manager of the Railway concerned for consideration and necessary action. It is observed that sometimes the employees are denied the benefit of the Regulations due to shortage of staff. Such cases are also referred to the Railway administration for necessary action. Differences of opinion, do arise in such cases between the Industrial Relations Machinery and the Railway Administration. In order to resolve them, joint inspections are sometimes carried out by the officers of the Industrial Relations Machinery and the Railway Officers and the matters are settled amicably. Out of 261 cases of re-classification referred to the Railway Administration, the latter accepted the suggestions of Inspecting Officers in 69 cases and contested 15 cases. The remaining 177 cases were pending at the end of the year. During the same period 254 cases were referred to the Railway Administration for appointment of additional staff. In 36 cases additional staff was appointed and 7 cases were contested by the Railway Administration, leaving 211 cases pending at the end of the year. The proposals for reclassification and appointment of additional staff are scrutinised and passed at various stages resulting in delay in rectification of these irregularities.
- (iii) *Inspections and Irregularities*—During the year under report, 4,974 establishments were inspected as against 5,796

during the year 1956-57 The number of irregularities detected during 1957-58 were 18,578 as against 13,208 during the preceding year. The nature of irregularities detected and the number of such irregularities are shown in Table 2

TABLE 2

*Nature and Number of Irregularities Detected—1957-58*

Nature		Number	Percentage
1		2	3
1	Non existence of Rosters . . . . .	3,088	16.6
2	Non display of Rosters . . . . .	410	2.2
3	Out of date Rosters . . . . .	429	2.3
4	Illegible or otherwise Defective Rosters . . . . .	2,176	11.7
5	Non display of Regulations . . . . .	1,091	5.7
6	Habitual working Outside Working Hours . . . . .	1,384	8.5
7	Habitual Working on Rest Days . . . . .	1,000	8.3
8	Occasional Working Outside Rostered Hours . . . . .	884	4.8
9	Occasional Working on Rest Days . . . . .	907	4.9
10	Working Contrary to Rosters . . . . .	240	1.3
11	Performing Continual Night Duty . . . . .	107	0.6
12	Denial of Compensatory off in lieu of Weekly Rest Foregone . . . . .	1,694	9.2
13	Non Payment of Overtime Allowances . . . . .	2,068	11.1
14	Non maintenance of Overtime Registers . . . . .	618	3.3
15	Irregularities Regarding Maintenance of Muster Rolls and Overtime Registers . . . . .	536	2.9
16	Other Irregularities . . . . .	1,106	6.4
Total . . . . .		18,578	100.0

It will be seen from the above that Non-existence and Non-display of rosters and defective rosters accounted for the largest number of irregularities, viz, 6,396

- (iv) *Rectification of Irregularities*—All the irregularities detected by the officers were taken up with the Railway Administration concerned, for rectification. Of the 18,578 infringements so taken up, 7,263 or 31 per cent. were rectified during the year as against 36 per cent. during the preceding year. Of the balance, 135 were contested by the Railway Administration as against 70 during the last year. Of the irregularities rectified, 36 per cent. were rectified within three months, 38 per cent. 3 to 6 months, 20 per cent. from 6 to 9 months, 4 per cent. from 9 to 12 months and 2 per cent. after twelve months. In order to enable the Railway Administrations to rectify the irregularities, pending with them, the Regional Labour Commissioners continued to furnish, as before, Quarterly Statement of cases pending with the Railway Administrations, for more than three months. In spite of these steps, the number of outstanding irregularities continued to be large.

## THE EMPLOYEES' PROVIDENT FUNDS SCHEME—SUMMARY OF THE REPORT FOR THE YEAR 1957-58

*Scope*—The Employees' Provident Funds Scheme framed in pursuance of section 5 of the Employees' Provident Funds Act, 1952 has been in operation for over five years at the end of March 1958. The Scheme applied to 37 industries in March 1958. The scheme was extended to Newspaper Establishments employing twenty or more persons. The scheme applied to 24.28 lakhs of workers in 6,528 establishments, as on 31st March 1958.

*Administration and Finances*—The Employees' Provident Fund constituted under the scheme is administered by the Central Board of Trustees appointed by the Central Government in accordance with the provisions contained in para 3 of the Employees' Provident Funds Scheme. The actual execution of the scheme is the responsibility of the Central Provident Fund Commissioner who is assisted by fourteen Regional Provident Funds Commissioners, one in each State.

A worker becomes eligible for the benefits under the scheme if he has completed one year's continuous service or worked for 240 days during a period of 12 months, and his total emoluments (including cash value of food concessions) do not exceed Rs. 500 p.m. The employees' contribution to the Fund was fixed at the rate of 6½ per cent of the basic wages and dearness allowance including cash value of any food concessions given to them. The employers were required to contribute the same amount. Employees were, however, allowed to contribute up to 8½ per cent. of their wages and dearness allowance as their own share. The total sum realized as provident fund contributions during the year under review was Rs. 12.42 crores. A sum of Rs. 36.09 lakhs was received as administrative charges and a sum of Rs. 11.63 lakhs as inspection charges. The total income accrued to the Fund was Rs. 49.32 lakhs and expenditure incurred was Rs. 24.97 lakhs. Substantial part of monthly balance of this account was invested in Government securities and interest earned thereon was credited to this account. The provident fund contributions were, as usual, invested in Government securities such as, National Plan Savings Certificates medium and long-dated securities. The total amount invested up to the end of the year was Rs. 35.93 crores.

During the year under report, 50,431 fresh claims were received in addition to 1,504 claims pending settlement at the beginning of the year, making a total of 51,935 claims. Of these, 47,234 claims were settled involving payment of Rs. 1,47,64,158.

As in the previous year, the members were paid 3½ per cent compound interest on the opening balances of their provident fund accumulations during the year.

*Enforcement*—For the implementation of the scheme, it is essential that the covered establishments should be inspected periodically. However, with the coverage of additional industries, the existing inspectorate became quite inadequate and inspection could not be done according to the prescribed scale. Efforts were, however, made to inspect every establishment at least once during the year. Five

hundred and twenty-eight cases for recovery of unpaid amounts were initiated during the year to recover Rs 1,43,45,709 as arrears of provident fund contributions and Rs 2,82,207 as arrears of administrative charges due from defaulting employers. Of these and against the recovery proceedings of previous years, Rs 67,62,339 00 and Rs. 2,10,836 00 were received towards the provident fund contributions and administrative charges respectively during the year. At the close of the year 412 cases were pending involving a sum of Rs 1,28,68,376

**Conclusion**—The Employees' Provident Fund continued to gain in popularity amongst the industrial workers. There were persistent demands from the non-participating workers for the extension of the Act to other industries, workers in smaller establishments of the covered industries pressed for lowering of the prescribed minimum employment strength

## INDUSTRIAL DISPUTES IN INDIA DURING THE FIRST QUARTER OF 1959

There is no barometer more reliable than statistics of industrial disputes to measure the extent of industrial peace or industrial strife in a country. In the context of a planned economy where all-round economic development is conditioned by achievement of pre-determined targets of industrial production maintenance of industrial peace is all important. The study of the causes of industrial strife, besides, helps to formulate policies for minimising such causes. An attempt is made in the following pages to analyse statistics of industrial disputes in India during the quarter ending 31st March 1959

### 1 STATISTICS OF INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES AND INVOLVING 10 OR MORE WORKERS

It will be seen from the statistics of work-stoppages given in Table I that, during the quarter ending March, 1959, there were 359 disputes involving 1,40,190 workers with a time-loss of 8,90,207 man-days, as against the corresponding figures of 411, 1,77,542 and 14,33,367 during the quarter ending 31st December, 1958. Thus, compared to the preceding quarter, number of disputes, number of workers involved and man-days lost decreased markedly. The average number of workers involved per dispute was 391 as compared to 432 in the preceding quarter. The average man-days lost per dispute decreased from 3,488 in the preceding quarter to 2,490 in the quarter under review. The average duration of disputes, decreased from 81 days to 64 days.

West Bengal accounted for the largest number of industrial disputes during the quarter followed by Bombay, Madras and Kerala. The number of workers involved also was the maximum in West Bengal followed by Madras. The time-loss was also the highest in West Bengal accounting for 39 per cent of the total time-loss in all States. Next in order came Bihar, Uttar Pradesh, Mysore and Kerala.

Compared to the preceding quarter the States of Andhra, Bihar, Madhya Pradesh, Mysore, Uttar Pradesh and West Bengal and the Union Territory of Delhi recorded a higher time-loss during the quarter under review. The increase in time-loss was the highest in West Bengal.

TABLE I

*Industrial Disputes Resulting in Work-stoppages During the Quarter Ending March 1959 by States*

State	During the Quarter Ending December, 1958			During the Quarter ending March, 1959		
	No of Disputes	Maximum No of Workers Involved	No of Man days Lost	No of disputes	Maximum No. of Workers Involved	No. of Man days Lost
Andhra	14	621	16,128	28	7,760	24,468
Assam	8	4,928	37,737	4	1,343	11,644
Bihar	27	5,777	27,107	32	9,437	1,08,099
Bombay	78	23,280	68,060	52	22,903	49,649
Jammu and Kashmir	—	—	—	—	—	—
Kerala	81	77,226	8,16,588	37	6,039	66,611
Madhya Pradesh	14	3,889	7,970	13	2,140	15,556
Madras	64	17,566	1,00,413	44	24,973	61,271
Mysore	30	4,620	47,142	25	17,641	70,361
Orissa	1	188	14,872	2	346	14,710
Punjab	6	3,674	7,793	3	1,212	1,212
Rajasthan	5	1,179	46,303	3	769	10,269
Uttar Pradesh	27	7,712	30,025	30	6,436	91,029
West Bengal	66	19,747	2,08,237	80	34,017	3,40,337
Andaman & Nicobar Islands	—	—	—	—	—	—
Delhi	11	6,148	6,664	4	3,934	7,873
Himachal Pradesh	—	—	—	—	—	—
Manipur	—	—	—	—	—	—
Tripura	1	187	374	5	1,222	10,100
Total	411	1,77,542	14,33,367	379	1,40,190	8,90,207

The data on lock-outs which are included in Table I are shown separately in Table II. It will be seen that lock-outs accounted for 38.4 per cent. of the total time-loss in all industrial disputes during the quarter although by number they formed only 10.9 per cent of the total. In the preceding quarter, these percentages were 61 and 51 respectively. The maximum number of lock-outs was reported from West Bengal (17) followed by Andhra (5), Mysore (4) and Bombay (4). The number of workers involved and time-loss in lock-outs were the highest in West Bengal. During this quarter the average time-loss per lock-out was 8,767, man-days as against the average time-loss of 2,480 man-days per strike. Compared to the preceding quarter, the number of lock-outs, number of workers involved and man-days lost increased to a considerable extent.



TABLE II

*Lock-outs During the Quarter Ending March 1959 by States*

State	Quarter Ending December 1958			Quarter Ending March 1959		
	No of Lock outs	Maximum No of Workers Involved	No of Man days Lost	No of Lock outs	Maximum No of Workers Involved	No of Man days Lost
Andhra . . .	—	—	—	5	511	3 101
Bihar . . .	1	450	6,300	1	581	12 026
Bombay . . .	5	215	8 087	4	753	5,825
Kerala . . .	1	16	32	2	504	14,370
Madras . . .	2	642	18,414	3	192	6,936
Mysore . . .	2	609	2,729	4	5,757	49 050
Uttar Pradesh . .	1	700	3,528	3	2,754	79 846
West Bengal . .	9	2 012	48,796	17	9,850	1 70,772
Total . . .	21	4,944	87,686	39	20,911	3 41,932

The statistics of disputes classified by Industries are given in Table III. It will be seen that during the quarter under review the manufacturing sector accounted for the highest time-loss among all the sectors. This sector accounted for 63.3 per cent of the total time-loss as compared to 27.2 per cent in the preceding quarter. In this sector the highest time-loss was recorded in Manufacture of Metal Products (except Machinery and Transport Equipment). Next in order came Cotton Mills, Sugar Mills and Bidi Industry. "Mining and Quarrying" and "Construction" groups also recorded considerable high time-losses during the quarter constituting 15.1 and 9.7 per cent of the total time-loss in all industries. As compared with the preceding quarter the time-loss decreased substantially in Agriculture, Forestry, Fishing etc. In the preceding quarter it was 53.6 per cent of the total time-loss whereas in the current quarter it was only 5.6 per cent of the total. There was some decrease in time-loss in "Mining and Quarrying", "Electricity, Gas, Water and Sanitary Services" and "Commerce". In the Manufacturing Sector, substantial increase in time-loss was recorded in four industries only, namely, sugar mills, jute mills, Bidi and Cement industries.

TABLE III

**Industrial Disputes Resulting in Work-stoppages during the Quarter  
Ending March 1959 by Industries**

Industry	During the Quarter Ending December, 1958			During the Quarter ending March 1959		
	No of Disputes	Maximum No. of Workers Involved	Number of Man days Lost	No. of Disputes	Maximum No of Workers Involved	No of Man-days Lost
1	2	3	4	5	6	7
O—Agriculture and Allied Activities	33	67,591	7,68,550	23	5,831	49,762
1 Plantations	31	67,082	7,67,745	23	5,831	49,762
2 Others	2	509	4,805	—	—	—
I—Mining and Quarre- ing	37	13,919	1,47,899	41	22,827	1,34,391
1 Coal	17	8,014	37,333	15	5,361	54,417
2 Others	20	5,905	1,08,566	26	17,466	79,874
II III—Manufacturing	226	68,448	3,90,134	210	88,568	5,63,230
Sugar Mills	2	947	993	9	5,077	79,734
Hydrogenated Oil Industry.	—	—	—	—	—	—
Bidi Industry	6	679	3,387	14	10,095	70,280
Cigarette	4	267	1,947	—	—	—
Cotton Mills	47	36,156	1,47,986	42	33,483	89,208
Jute Mills	5	3,165	14,307	6	7,993	23,339
Silk Mills	10	991	1,590	1	17	51
Woollen Mills	—	—	—	2	825	18,850
Cour Factories	6	799	7,019	2	160	1,490
Paper Mills	3	435	6,780	1	115	1,723
Leather & Leather Products.	7	3,055	6,016	—	—	—
Heavy Chemicals	2	81	1,212	2	1,992	2,242
Matches	2	56	76	1	32	160
Cement	1	68	272	2	1,263	10,412
Mica Industries	3	780	840	1	—	—
Iron and Steel	10	1,739	26,464	4	1,250	7,018
Others	118	19,312	1,73,255	123	26,196	2,82,665

TABLE III—contd

1	2	3	4	5	6	7
IV—Construction	12	1,942	38,477	12	9,023	86,121
V—Electricity, Gas Water and Sanitary Services	25	3,267	27,586	24	2,367	10,193
VI—Commerce	21	2,578	5,343	14	411	136
Wholesale & Retail Trade	1	150	55	—	—	—
Banking and Insu- rance	20	2,428	5,288	14	411	136
Others	—	—	—	—	—	—
VII—Transport Storage and Communications	19	8,470	17,866	21	8,620	30,820
Docks and Ports	13	6,857	4,147	14	6,054	9,924
Railways (Exclud- ing Workshops which go under Manufacturing)	—	—	—	1	545	832
Others	6	1,613	13,719	6	2,003	20,064
VIII—Services	8	332	1,930	9	1,369	3,347
IX—Miscellaneous	30	6,995	37,582	7	312	6,297
Total	411	1,77,542	14,33,367	359	1,40,100	8,90,207

The number of terminated industrial disputes classified by duration is given in Table IV. It would be seen that about two-thirds of the disputes did not last for more than 5 days each. Only 9.3 per cent of the terminated disputes lasted for more than 30 days.

TABLE IV  
*Industrial Disputes Classified by Duration*

Duration	Quarter ending December, 1958		Quarter ending March, 1959	
	No. of Termi- nated Disputes	Percent- age to total*	No. of Termi- nated Disputes	Percent- age to total*
A day or less	134	35.7	117	37.6
More than a day and upto 5 days	115	30.7	85	27.3
More than 5 days and upto 10 days	51	13.6	30	12.6
More than 10 days and upto 20 days	79	10.4	24	7.7
More than 20 days and upto 30 days	11	2.9	17	5.5
More than 30 days	25	6.7	29	9.3
Not known	2	—	2	—
Total	377	100.0	313	100.0

\*The percentages are based on the number of disputes for which information is available.

During the quarter under review, 228 out of the total of 295 i.e. 77.3 per cent involved less than 500 workers each. Only 31, i.e., 10.5 per cent of the disputes involved 1,000 or more workers each. These percentages were 80.0 and 8.0 respectively in the preceding quarter. Considered from the point of view of time-loss, it will be seen that 192 out of 293 disputes, i.e. 65.5 per cent. involved a time-loss of less than 1,000 man-days each. Only 24, i.e., 8.2 per cent. of the total number of disputes involved a time-loss of over 10,000 man-days each. These percentages were 73.0 and 5.3 respectively in the preceding quarter.

Table V shows classification of disputes by causes. The number of disputes relating to "Wages and Allowances" was the highest followed by the number of those relating to "Personnel". These two groups accounted for 30.8 and 27.6 per cent respectively of the total number of disputes during the quarter under review as against 27.6 per cent and 28.9 per cent. respectively in the preceding quarter. "Bonus" accounted for 7.3 per cent of the total number of disputes as compared to 13.3 per cent in the preceding quarter. Considered from the point of view of loss of man-days, "Wages and Allowances", "Personnel", and "Bonus" accounted for 26.5, 26.8 and 5.9 per cent of the total during the quarter under review. All the groups except "Bonus" and "Leave and Hours of Work" recorded a higher percentage time-loss as compared to the preceding quarter.

**TABLE V**  
*Industrial Disputes Classified by Causes*

Cause	Quarter Ending December, 1958			Quarter Ending March, 1959		
	No of Disputes	Maximum No of Workers Involved	No of Man days Lost	No of Disputes	Maximum No of Workers Involved	No of Mandays Lost
Wages and Allowances	112 (27.6)	29,927	2,90,542 (20.3)	101 (30.8)	38,398	2,26,667 (26.3)
Bonus . . .	54 (13.3)	60,391	8,04,051 (56.2)	25 (7.3)	6,270	50,503 (5.9)
Personnel . . .	117 (28.9)	41,347	1,56,308 (10.9)	94 (27.6)	34,318	2,28,846 (26.8)
Retrenchment . . .	21 (5.2)	6,783	29,997 (2.0)	16 (4.7)	3,228	33,126 (3.9)
Leave & Hours of work	10 (2.5)	4,414	19,298 (1.4)	12 (3.5)	11,320	10,563 (1.2)
Others . . .	91 (22.5)	25,232	1,30,669 (9.2)	89 (26.1)	41,758	3,03,830 (35.7)
Not known . . .	6	1,448	3,504	18	4,888	34,678
Total	411	1,77,542	14,73,367	339	1,41,190	8,90,207

N.B.—Figures in brackets in brackets are the percentages over the total number of disputes for which the information is available.

The statistics of terminated disputes classified by results are shown in Table VI. It will be seen from the Table that 25.8 per cent of the disputes for which definite results were known were successful from the point of view of the workers during the quarter under review. They were unsuccessful in 52.5 per cent of the disputes and partially successful in 21.7 per cent of the disputes.

TABLE VI  
*Industrial Disputes Classified by Results*

Result	Quarter Ending December, 1958			Quarter Ending March, 1959		
	No of Terminated Disputes	Maximum No of Workers Involved	No of Mandays Lost	No of Terminated Disputes	Maximum No of Workers Involved	No of Mandays Lost
Successful	106 (39.1)	30,798	1,74,628 (25.2)	57 (25.8)	20,477	1,26,930 (21.1)
Partially Successful	64 (23.6)	18,706	3,75,323 (54.1)	48 (21.7)	23,073	1,56,377 (26.1)
Unsuccessful	101 (37.3)	40,637	1,41,087 (20.7)	116 (52.5)	41,719	3,16,075 (52.8)
Indefinite	88	52,345	8,21,971	70	37,365	2,20,691
Not known	18	8,815	19,748	22	4,907	27,351
Total	377	1,71,301	15,35,757	313	1,27,631	8,48,320

N.B.—Figures in brackets indicate the percentages over the total number of disputes for which definite results were known.

Table VII shows the statistics relating to the number of terminated disputes by method of settlement and result. It will be seen that 40.8 per cent of the disputes terminated as a result of intervention by Government, a great majority being through mediation and conciliation. The number of disputes terminated through mutual settlement formed 24.7 per cent of the total number of which all the other disputes terminated by direct mutual settlement. In 33.8 per cent of the disputes, the workers resumed work voluntarily. It is interesting to see that in 56.6 per cent of the total number of disputes which terminated through either conciliation or mediation by the Government, the workers were successful either completely or partially, whereas in 77.1 per cent of the cases where the workers resumed work on a voluntary basis they were unsuccessful. The percentage of disputes which terminated as a result of intervention by the Government recorded some decrease further from 48.3 per cent in the preceding quarter to 40.8 per cent during the quarter under review. The percentage of the number of disputes which terminated through mutual settlement, however, recorded a little increase from 23.4 to 24.7. The percentage of disputes in which the workers resumed work voluntarily increased significantly from 28.0 to 33.8. While 42.7 per cent of the total number of disputes which terminated through direct mutual

TABLE VII  
Terminated Industrial Disputes Classified by Method of Settlement and Results

Method of Settlement	Quarter Ending December, 1958						Quarter Ending March, 1959					
	Successful	Partially successful	Unsuccessful	Indefinite	Not known	Total	Successful	Partially successful	Unsuccessful	Indefinite	Not known	Total
<i>Intervention by Government—</i>												
Mediation & Conciliation . . .	63	34	27	27	10	161 (46.0)	36	20	22	21	9	108 (38.0)
Adjudication . . .	—	2	—	6	—	8 (2.3)	1	1	1	5	—	8 (2.8)
<i>Mutual Settlement—</i>												
(a) Direct . . .	32	26	3	12	—	73 (21.4)	18	24	10	17	1	70 (24.7)
(b) Third Party . . .	4	1	—	2	—	7 (2.0)	—	—	—	—	—	—
(c) Arbitration . . .	—	—	—	—	—	—	1	1	—	—	—	2 (0.7)
<i>Voluntary Recognition by Employers . . .</i>	3	—	61	31	3	98 (28.6)	—	—	74	22	—	96 (33.8)
<i>Voluntary Recognition by Employees . . .</i>	—	—	—	1	—	1 (0.3)	—	—	—	—	—	—
Total . . .	102	63	93	79	13	350	56	46	107	65	10	284

N.B.—Figures in brackets in front of the total leaving out cases for which information is not available

settlement during the preceding quarter were successful from the point of view of workers, the same percentage was only 26.1 in the quarter under review.

The statistics of disputes classified by Public and Private Sectors are given in Table VIII. It will be seen that in the Public Sector, during the quarter under review, there was a considerable increase in the number of disputes, number of workers involved and man-days lost. In the quarter ending March 1959, the number of workers involved in the Public Sector formed 21.2 per cent of the total as against 7.9 per cent in the previous quarter. The percentage of man-days lost was 12.4 as against 3.8 in the preceding quarter.

TABLE VIII

*Industrial Disputes by Sectors Viz. Public and Private*

	During the Quarter Ending December 1958			During the Quarter Ending March, 1959		
	No. of Disputes	Workers Involved	Man days Lost	No. of Disputes	Workers Involved	Man days Lost
Public Sector	49	13,955 (7.9)	53,872 (3.8)	57	29,786 (21.2)	1,10,313 (12.4)
Private Sector	362	1,63,387 (92.1)	13,79,495 (96.2)	302	1,10,404 (78.8)	7,79,894 (97.6)
Total	411	1,77,342 (100.00)	14,33,367 (100.0)	359	1,40,190 (100.0)	8,90,207 (100.0)

N.B.—Figures in brackets indicate percentage.

## II DETAILS OF IMPORTANT DISPUTES INVOLVING 1,000 WORKERS OR MORE Andhra

There were two strikes in Andhra Pradesh during the quarter involving 1,000 or more workers. One of these was in the Central sphere and the other in the State sphere. On 17th January, 1959, one thousand workers of Tandur and Navandgi Stone Quarries Ltd., Tandur struck work at the instance of Tandur Quarries Labour and Employees' Union (INTUC) over their demands such as revision of wages, payment of arrears of wages, compensation for weekly holidays, leave with wages, bonus for the years 1952-58 etc. On the intervention of the Regional Labour Commissioner (Central), Madras the strike was called off on the 24th January, 1959. The strike caused a loss of Rs 12,000 and Rs 32,000 as wages and value of loss in production respectively.

On 23rd January, 1959, all the 1,500 workers of Bajrang Jute Mills, Guntur struck work on account of reduction of Pongal holidays. The strike was organised by the Jute Mill Workers' Union (AITUC). Through direct negotiations strike was called off on the 27th January, 1959. Wage loss to the workers was Rs 4,000.

### Bihar

The situation in the Central sphere was somewhat disturbed. On 31st January, 1959, about 1,900 workers of Ganga Bridge Project, Hathidah, Patna went on strike over the issue of retrenchment of

workers. On 6th February 1959, about 1,500 more workers joined the strike. The Regional Labour Commissioner (Central), Dhanbad held conciliation proceedings in the matter which ended in failure. Later on as a result of persuasion by Sarvashri Ramdhani Singh Dinkar, M.P. and Mathura Prasad Misra, M.P. who explained the views of the Administration to the workers, the workers resumed their duties on the 16th February, 1959. The strike caused a loss of Rs. 91,445 and Rs. 8 00 000 as loss in wages to workers and loss in production to the management respectively.

The management of Bhagaband Colliery, P.O. Bhagaband (Dhanbad) introduced a new system of checking the loaded tubs w.e.f. 6th March 1959. The workers (members of INTUC union) of the first shift on the 16th March, 1959, felt that the new system was not favourable and before going to the work on that shift they wanted an assurance from the management that they should not be penalised for the loss of tokens and that there should not be any tub deduction on the pit-top. The Mines Manager refused to give any assurance and consequently 200 workers of the 1st shift refused to work. The management immediately locked-out the remaining workmen numbering more than 1 000 by putting up a notice that those workers were laid off without any wages. The Conciliation Officer (C), Dhanbad discussed the matter with the representatives of the management and the Colliery Mazdoor Sangh but no settlement could be brought about. The Regional Labour Commissioner took up the dispute for further conciliation. They also ended in failure. The work was resumed on 1st April, 1959, consequent upon the orders of the Government prohibiting the continuance of strikes and referring the dispute to an Industrial Tribunal.

### Bombay

There was a peaceful demonstration by 1,650 workers of the Telephone Workshop, Bombay on 20th March, 1959, in protest against the refusal of the Chairman, P. & T. Workshop, Bombay to give sufficient time to the P. & T. Industrial Workers' Union to discuss with the Board their grievances. The Chairman agreed to call a meeting of the representatives of the workers at Calcutta in May, 1959 when the next meeting of the Board was likely to take place, to discuss their grievances. On this assurance, the workers resumed work.

On 4th January, 1959, about four thousand workers each of the Model Mills, Nagpur and the Empress Mills, Nagpur, struck work as a protest against the change in weekly holiday effected by the management. In both the mills the strikes were organised by Rashtriya Mill Mazdoor Sangh affiliated to INTUC. The workers resumed work as usual on the next day. The one day's strikes in both the units accounted for a loss of Rs. 11,373 and Rs. 11,022 in wages to workers and Rs. 61,070 and Rs. 1,33,325 in production.

On 14th January, 1959 all the 1,390 workers of Dhrangadhara Chemical Works, Dhrangadhara, Zailwad District observed one day's token strike demanding increase in dearness allowance, payment of overtime allowance, bonus for 1955-56, increase in the strength according to work-load and supply of uniforms etc. The strike was organised by Kamdar Sangh, Dhrangadhara affiliated to INTUC. The strike caused a loss of Rs. 4,000 in wages and Rs. 27,600 in value of loss in production. It was later on learnt that the workers served a notice to the management that they would observe another token strike on



30th January, 1959 if their demands were not fulfilled and if the Government did not send their demands to the Industrial Tribunal before 30th January, 1959. Later on the threatened strike to be observed on 30th January, 1959, was postponed by the workers

On 19th January, 1959, 1,759 workers of Shah Salzitter and Jolly Co. Ltd., Koyananagar Poona struck work as a protest against the alleged insult of the workers' representatives by the management. The strike was sponsored by Koyana Rashtriya Mazdoor Sangh, Koyana affiliated to INTUC. As a result of mutual settlement arrived at between the parties the strike was called off after one day. It resulted in a loss of Rs 2,187.50 as wages to the workers.

On 23rd January, 1959, 1,085 workers of Shree Madhav Mills Ltd. Foras Road, Bombay struck work demanding immediate payment of wages for the month of December, 1958. It was assured earlier by the management that payment would be made on the 23rd January. At about 11-30 A.M. the workers assembled in front of the office of the Manager demanding immediate payment of wages for December, 1958. At about 4 P.M. the General Manager expressed his inability to pay the wages in the absence of the Managing Director. The workers thereafter decided to stay there till the payment was made to them. At about 12 mid-night the officials of the mill were escorted out of the mill premises by the police. The workers then left the mill gradually with the exception of a few who remained there for the rest of the night.

On 23rd February 1959, 500 workers of the Nagni Mills Company Ltd., Ahmedabad struck work demanding holiday on account of Shab-e-Barat. As a result of this strike another 1,190 workers were affected indirectly. The workers were members of different trade unions. All the members resumed work on the 24th February and the strike ended peacefully.

#### *Madras*

The Quarry workers of Dalmia Cement (B) Ltd., Dalmiapuram, who are members of Dalmia Cement Workers' Union (INTUC), threatened to go on strike from the 16th January 1959, if their demands such as payment of three months' wages as bonus for the year 1958, reinstatement of workers suspended and dismissed from 4th Quarry, provision of work for the surplus workers due to mechanization, etc., were not conceded in the meantime. The Regional Labour Commissioner (Central), Madras was to hold conciliation proceedings in the dispute on the 12th January, 1959. The Regional Labour Commissioner (Central), Madras, later on, postponed the conciliation proceedings to the 23rd January, 1959. In the meantime the union addressed the Collector of Tiruchirapalli stating that they had decided to picket the machine drilling operations from 17th January, 1959, and that all the members of the union would go on strike from 23rd January. The workers went on strike on 23rd as declared by them earlier. The strike terminated on the 31st January, 1959 on the advice of Minister for Industries and Labour, Madras. The strike caused a loss of Rs 26,721 in wages for the workers.

On 4th March, 1959, all the 8,000 workers of 14 Beedi Manufacturing Establishments in North Arcot (AITUC) struck work as a protest against the management's refusal to pay the increased wages as agreed

to by them before the Labour Officer. The strike came to an end on 6th March 1959 following intervention by the P.A. to the Collector, North Arcot.

On 26th March 1959, 7,104 workers of Buckingham and Carnatic Mills Madras struck work as a protest against the discontinuance of three-shift-system. The strike was organised by the Madras Labour Union Madras affiliated to HMS. As a result of direct negotiation the strike came to an end on the same day.

### *Mysore*

Though the situation in the State sphere was quite normal, there was some unrest in the mines. The maistries of all the sections of underground department and the workers employed on picking floor of the Metallurgical Department of Kolar Gold Mining Undertakings (Mysore Mine) numbering 881 and belonging to AITUC struck work on 8th January, 1959, to express their dissatisfaction over the Award of the Central Government Industrial Tribunal, Nagpur. As a result, other workers numbering 2,965 became idle. The strikers resumed normal work on the 9th January, 1959.

The Superintendent of Kolar Gold Mining Undertakings (Nundydroog Mine) reported that he was compelled to issue a notice of closure of Henry's Shaft from 16th January, 1959, until further notice in view of the fact that the labour situation had taken a serious turn when the second-shift workers tried to attack one of the officials of the mine. On the assurance of about 600 workers that they would carry out their normal work smoothly, it was agreed to open the Henry's shaft from the 3rd shift on 16th January 1959 and mark the workers assembled for the usual payment of lay-off. He further warned the workers that if there was a recurrence of their go-slow tactics, he would be compelled to close the mine again. On 18th it was again reported that contrary to the assurance given by the workers, the labour situation continued to remain unchanged. The Superintendent again issued a notice on 18th January 1959 to close down the mine with the exception of essential services on the ground that the workers were adopting go-slow tactics and declared a lock-out on 19th January 1959. The Regional Labour Commissioner (Central), Madras asked the Labour Inspector (C), K.G.F. to enquire into the breaches of the Code of discipline. As a result of discussions held between the management of the mine and the President of the Nundydroog Mines Labour Association in the presence of the Labour Inspector and the assurance given by the President of the Union that he would advise the workers to resume normal work and see that production in the mine was not impeded, the management re-opened the mine on the 27th January, 1959.

The workers of Kolar Gold Mining Undertaking (Champion Reef Mine) numbering 4,019 belonging to the Champion Reef Mine Labour Association (AITUC) struck work on 19th January, 1959, without making any specific demand. The strikers resumed their work unconditionally on 20th January, 1959.

### *Punjab*

On 3rd January, 1959, 1,063 workers of M/s Hissar Textile Mills, Hissar, observed a token strike for one day as a protest against the

dismissal of some workers. The union sponsoring the strike was affiliated to AITUC. The workers resumed work on 5th, 4th being a Sunday. It caused a loss of Rs. 4,000 and Rs. 45,750 as wages to workers and value of production to employers respectively.

### *Uttar Pradesh*

There was unrest among the sugar factory workers and notices served by the unions of United Chini Mill Mazdoor Federation stating that in case the workers' demands were not acceded, they would resort to strike with effect from 15th February, 1959. All the strike notices were, however, withdrawn except in one case. In Raza and Buland Sugar Companies Ltd., Rampur, the workers went on strikes from 2nd February, 1959. The employers declared lock-outs from 4th February, 1959. Though the lock-outs were lifted by them on the 26th February, 1959, the workers did not turn up and the strikes therefore continued. The strikes were sponsored by Buland Sugar Mill Mazdoor Union not affiliated to any Central Organization of workers. In early March, 1959, both the strikes came to an end, workers having returned to work unconditionally. In the two mills there was a loss of Rs. 1,16,058 and Rs. 1,14,010 as wages to workers and Rs. 45,82,800 and Rs. 43,78,800 respectively as loss in production to the managements.

On 6th March, 1959, 1,050 workers of Dhampur Sugar Mills, Ltd., Dhampur, Bareilly, struck work for a day due to union rivalry etc. The strike was organised by Dhampur Chini Mill Mazdoor Sangh, Dhampur, not affiliated to any Central Organisation. The strike caused a loss of Rs. 48,600 in production.

### *West Bengal*

On 6th January, 1959, all the 1,300 workers of A.I.D. Ltd., Shyamnagar, 24-Parganas (AITUC) struck work as a protest against management's recruitment policy. Subsequently management declared a lock-out on the 19th January, 1959 which continued for about two months. On 18th March, 1959 the lock-out was lifted as a result of conciliation by the Labour Directorate of West Bengal. During January, 1959 alone the work-stoppage accounted for a loss of Rs. 47,600 to workers in their wages and Rs. 8,00,000 to the management as value of loss in production. It was the biggest work-stoppage in the whole quarter accounting for a time-loss of 80,600 man-days.

On 8th January, 1959 all the 2,900 workers of Titaghur Jute Factory No. 1 Ltd., Titaghur, 24-Parganas struck work in protest against the issue of charge sheet against a worker for assault. On 12th the management locked out the factory. Through conciliation, however, the disputes terminated on the 13th January, 1959. It accounted for a loss of Rs. 18,838 to the workers in their wages, and Rs. 1,28,441 for the employers as value of loss in production.

On 15th January, 1959, all the 1,800 workers (members of AITUC) of Simon Carves Ltd., P.O. Durgapur Steel Project, Burdwan struck work demanding increase in their wages. The strike lasted for 15 days when on reference of the dispute to adjudication, it came to an end on 31st January, 1959.

On 21st January 1959, 12 ground chargers of Indian Iron and Steel Company Ltd., Burnpur, struck work as a protest against charge sheeting a ground charger of the melting shop. As a result, therefore,

1,000 workers were affected indirectly. The management, subsequently, discharged the strikers and thus the work-stoppage came to an end on 26th January, 1959.

On 11th February, 1959, all the one thousand workers of M/s Pathanayak and Co Ltd, contractors of M/s Thakurdas Surekha Iron Foundry, Lillooah, Howrah (BPTUC) struck work as a protest against the retrenchment of about 400 workers. The management, thereupon, discharged all the workers on the 17th February, 1959.

On 17th February 1959, all the 3,500 workers of Indian Standard Wagon Company Ltd, Burnpur, Burdwan observed one day's protest strike over lay off of 400 workers due to want of directions from Railway Board. The Union sponsoring the strike was affiliated to INTUC.

On 24th February, 1959, 1,278 workers of Victoria Jute Mills Ltd, Telinipara, Hooghly, struck work as a protest against issue of charge-sheet to 2 workers and warning to 31 other workers. Through conciliation the work-stoppage was brought to an end after one day.

On 1st March, 1959, 1,100 dock workers belonging to Dock Mazdoor Union, Dubey Group (UTUC) suspended work and came out in a procession demonstrating in front of the office of the Chairman, Calcutta Port Commissioners, over alleged action of the Dock Labour Board in pasting of numbers on the identity Cards and demanding immediate abrogation of special powers assumed under clause 46 of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956 by the Chairman. Consequent upon the propaganda by the leaders the workers resorted to slow-down tactics which was arrested by suspending a number of workers for their slow-down activities.

The management of Victory Jute Mills Ltd., Metiaburuz, Calcutta locked-out their factory employing about 1,400 workers on the 18th March, 1959, due to trouble over dismissal of some workers. However, as a result of direct negotiation the lock-out was lifted on 19th March, 1959.

On 26th March, 1959, all the one thousand workers of Orient General Industries Ltd., Ghore Bidi Lane, Narkeldanga, Calcutta, struck work over dismissal of 30 workers and suspension of 121 workers due to go-slow tactics adopted by the workers. The union sponsoring the strike was affiliated to AITUC. The strike was still in progress at the end of the quarter under review and no settlement could be arrived at.

On 19th March, 1959, the management of I.G.N. Railway Co. Ltd., Calcutta declared a lock-out due to assault on an executive member. The lock-out was in progress at the end of the quarter under review.

Delhi

On 27th February, 1959, about 3,800 workers of the Birla Cotton Spinning and Weaving Mills Ltd, Birla Lines, Delhi, struck work as a protest against the dismissal of one worker. The strike was spontaneous. As a result of direct negotiations, the strike came to an end on 2nd March, 1959. It caused a loss of Rs 37,800 as wages to the workers and about Rs. 2 lakhs to the management as value of loss in production.

### III. GENERAL

A meeting of Trade Union Bodies in Bombay held on 20th January 1959, protested against the exclusion of its representatives from the Conference of Public Sector to be convened by the Ministry of Labour and Employment at New Delhi on 21st January 1959. Representatives of nine trade unions including All-India Port and Dock Workers' Federation and all-India Railwaymen's Federation urged a postponement of the Conference and to summon a fully representative meeting of all the employees of Public Sector including employees of various Ministries of the Central and State Governments.

According to press reports about 20,000 employees of 86 Municipalities in West Bengal observed a token strike on 20th March 1959, as a mark of protest against the non-implementation of the recommendations by the Minimum Wages Advisory Committee.

The employees of various Central Government offices and establishments in Calcutta demonstrated and attended a public meeting which discussed various issues including delay in the publication of the Pay Commission's Report and non-sanction of Second Interim Relief. The Third Annual Conference of all-India Postal Employees' Union, Class III, Uttar Pradesh Circle held at Gorakhpur on 25th February 1959, demanded early release of Pay Commission's Report and grant of additional interim relief.

In response to the call of the National Federation of Post and Telegraph Employees, the Post and Telegraph workers observed "pay boycott" on the 2nd March 1959, in most of the States thereby focusing the attention of the authorities on their pending demands regarding publication of Pay Commission's Report by 31st March 1959, and grant of Second instalment of interim relief.

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## LABOUR LAWS AND DECISION

### Laws

#### THE EMPLOYEES' PROVIDENT FUNDS ACT, 1952—EXTENSION TO MORE INDUSTRIES

The Central Government have extended the provisions of the above Act to the following establishments:

- (i) The Chemical Industries and Pharmaceutical Laboratories Ltd., 289, Bellasis Road Byculla, Bombay 8.
- (ii) The Chemical Industries and Pharmaceutical Laboratories Ltd., Sales Depot, 1/186 Mount Road, Madras.
- (iii) The Chemical Industries and Pharmaceutical Laboratories Ltd., Sales Depot, Bala Niketan, Station Road, Patna.
- (iv) The Chemical Industries and Pharmaceutical Laboratories Ltd., Sales Depot, Hazrat Gunj, Mahatma Gandhi Marg the Mall, Lucknow.
- (v) The Chemical Industries and Pharmaceutical Laboratories Ltd., Sales Depot, A 37, Connaught Place, New Delhi.

(vi) The Chemical Industries and Pharmaceutical Laboratories Ltd., Sales Depot 14-A, Majithia Road, Raghunatha Pura, Amritsar.

(vii) The State Government of West Bengal also extended the provisions of the said Act to Messrs Bose Wood Works (P) Ltd., 19 Dakhindari Road, Calcutta 37 with effect from 31st October 1958.

[(i) Notification No S O 1756, dated 29th July 1959; the Gazette of India, August 8, 1959]

[(ii) Notification No 3827-L.W./LW/1A-14/59, dated 2nd July 1959 the Calcutta, Gazette, July 23, 1959]

### THE RAJASTHAN MATERNITY BENEFIT (AMENDMENT) ACT, 1959

The above Act amending the original statute of 1953 received the assent of the President on 12th June 1959. The statement of "Objects and Reasons" has been published in December 1958 issue of the Gazette

(Notification No F4(55)LJ/A/58, dated June 16, 1959, the Rajasthan Gazette, June 17, 1959).

### THE RAJASTHAN INDUSTRIAL TRIBUNAL (CONSTITUTION AND PROCEEDINGS) VALIDATING ACT, 1959

The above Act received the assent of the President on 10th June 1959. The object of the Act is to validate the constitution, proceedings, orders and awards of the Industrial Tribunal for the State of Rajasthan in relation to Industrial Disputes referred to that Tribunal during the period commencing on 10th March 1957 and ending on 15th April 1959.

(Notification No. F4(30)LJ/A/59, dated 10th June 1959, the Rajasthan Gazette, June 23, 1959)

### THE WEST BENGAL WELFARE INSTITUTIONS BILL, 1959

A Bill entitled 'The Welfare Institutions Bill, 1959', to provide for certain matters connected with welfare institutions was introduced in the West Bengal Legislative Assembly and has been published in the State Gazette for general information. The object of the Bill is to prohibit strikes and lock-outs in welfare institutions, e.g., educational institutions, hospitals, etc., to provide for settlement of disputes in such institutions and to permit employers and employees connected with such institutions to form associations for their common benefit.

(Notification No 1425L, dated 10th July 1959, the Calcutta, Gazette, July 10, 1959).

### THE COAL MINES PITHEAD BATH RULES, 1959

In exercise of the powers conferred by clauses (e) and (f) of Section 58 of the Mines Act, 1952, the Central Government have framed

the above Rules and these have been published in the Gazette for general information. The Rules provide for the establishment of pithead baths, sanitary, lighting, bath and certain other facilities. The Rules repeal the earlier Rules of 1946 except in regard to things done or omitted to be done.

(Notification No. SO 1711, dated 24th July 1959, the Gazette of India, August 1, 1959).

### Decision

#### DECISION OF THE INDUSTRIAL COURT BOMBAY IN THE DISPUTE BETWEEN THE SILK MILLS OF GREATER BOMBAY AND THEIR EMPLOYEES\*

"Gratuity is a long term benefit, and the demand must be viewed from a long-range perspective and we should not be influenced by any temporary or passing difficulties which may have arisen"

The above observation was made by the Industrial Court, Bombay while dealing with an industrial dispute between Silk and Art Silk Mills' Association Ltd, Bombay and the employees employed in the silk textile industry in the local area of Greater Bombay represented by the Mill Mazdoor Sabha, Bombay. The employees had demanded gratuity and in support of their demand had argued that wages paid to the silk textile workers were low and were not sufficient to enable them to save anything for the future. It was also argued on behalf of the employees that gratuity was a reward for long and faithful service and that the claim had been accepted as a rightful claim of the employees by the various Tribunals as also the Appellate Tribunal.

On the other hand, the Association's contention was that a similar demand was rejected by the Wage Board for the Silk Textile Industry in 1952 and that there had been no material change of circumstances since then to warrant any award of gratuity. On the contrary, the financial position of the industry was stated to have grown worse and the industry was faced with difficulties, such as, the limited import of art silk yarn, etc. Besides the general arguments advanced by the Association, two mills submitted their separate applications pointing out the adverse repercussions of imposition of any additional burden by way of gratuity.

The Court, after careful examination of the facts relating to the financial position of the industry and the economic conditions of the employees employed in the industry came to the conclusion that financial condition of the Silk industry could not be compared to that of the Cotton Textile Industry although it was not as bad as was sought to be made out. It, therefore awarded a scheme of gratuity, although on a much more limited scale than that prescribed for cotton textile operatives. While giving the said award, the Court observed

"Gratuity is a long-term benefit and the demand must be viewed from a long-range perspective and we should not be influenced by any temporary or passing difficulties which may have arisen"

\* The Industrial Court Reporter, April 1959 pp 231-238

As regards certain individual mills, which had asked for special treatment on certain grounds, the Court observed " .. it would not be conducive to industrial peace to make a distinction in respect of only 2 or 3 units in a homogeneous area like the City of Bombay where there are 75 silk textile mills". A uniform scheme of gratuity was therefore awarded with retrospective effect from the date of reference, viz 29th January 1958. The Tribunal awarded the following scheme of gratuity —

(1) On the death of an employee while in the service of the mill company or on his becoming physically or mentally incapacitated for further service—14 days basic wages for each completed year of service for the period before the coming into force of the Provident Funds Act, 1952 in the silk textile industry in Bombay and 7 days basic wages for each completed year of service thereafter, subject to a maximum of ten months' basic wages to be paid to him or his heirs or executors or nominees as the case may be

(2) On voluntary retirement or resignation of an employee —

After 15 years' continuous service in the company—on the same scale as in (1)

(3) On termination of service by the company —

(a) After 10 years' continuous service but less than 15 years' service in the company—11 days' basic wages for each completed year of service before the coming into force of the Provident Funds Act, 1952, and 7 days basic wages for each completed year of service thereafter

(b) After 15 years' continuous service in the company—on the same scale as in (1)

(4) Basic wages for the purposes of this Scheme shall be the average of the basic wage payable to a worker during the twelve months next preceding death, disability, retirement, resignation or termination of service

(5) For the purposes of reckoning continuous service, break in service not exceeding 6 months shall be condoned, but the period or periods of such breaks shall not be included in calculating the number of years' continuous service. Service for the purpose of gratuity shall include service under the previous management whether in the particular mill or other sister mill under the same management. Gratuity will not be payable to an employee who is dismissed for misconduct.



## LABOUR INTELLIGENCE

## Indian

## MONTHLY LABOUR NEWS—JULY 1959

## EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows —

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded an increase of 35,524, i.e. by 15.5 per cent. At the end of the month the number of applicants on the Live Registers was 13,47,314 as against 12,87,783 at the end of the previous month, thus registering an increase of 59,531 i.e. by 4.6 per cent.
- (ii) The total number of vacancies notified to the exchanges declined by 11.7 per cent. The number of vacancies notified declined in the public sector and increased slightly in the private sector. Of the total number of vacancies notified to the Exchanges 88.9 per cent were in the Government and quasi-Government establishments and Local Bodies. The number of employers utilising the services of the Exchanges increased from 7,795 during the previous month to 8,220 during the month under review, i.e. by 5.5 per cent.
- (iii) The particulars of 1,54,784 applicants as against 1,61,637 during the previous month were forwarded for the available job opportunities. The number of placements effected during July 1959 was 25,827 as compared to 26,531 in June 1959, thus recording a decline of 2.7 per cent.

The relevant statistics are presented in the following table —

	July, 1959	June 1959
Registrations	2,65,326	2,29,802
Number of Applicants on the Live Registers	13,47,314	12,87,783
Number of Employers utilising the Services of the Employment Exchanges	8,220	7,795
Vacancies Notified	36,541	41,379
Placements Effected	25,827	26,531

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 37 closures in 27 of which 5,445 workers were affected, as against 32 closures affecting 1,253

workers in 29 cases in the preceding month. Of the 37 closures 12 were due to shortage of raw material, 10 due to end of season, 2 due to fire in the factory and 1 each due to rift among the partners, accumulation of stocks machinery being out of order, cleaning of boiler and explosion in the factory. The reasons for the closure of eight factories are not known.

(c) *Retrenchment*—In the States supplying information, there were retrenchments in 29 units affecting 375 workers. Besides 8 workers were retrenched in Kerala, the number of units involved was not known. In the previous month, retrenchments were reported from 14 units affecting 234 workers in 11 cases. Besides, in the previous month, 142 workers were retrenched in Kerala for which the number of units involved was not known. The main reasons for retrenchment during the month under review were shortage of work, financial loss and rationalisation.

(d) *Lay Off*—In the States supplying information 65 units laid off 2,921 workers mainly due to the shortage of work, accumulation of stocks, breakdown of machinery, shortage of raw material, trade reasons and fall in production due to rainy season.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information 24 new factories were registered in 22 of which 1,417 workers were proposed to be employed. Besides, in Punjab, out of 4 new factories or factories re-opened after closure 3 employed 38 workers.

(f) *General Employment Situation in Factories*—Reports received from States do not show any significant variation in the employment situation.

#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The Table below shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of July 1959 under the Factories Act, Payment of Wages Act, Minimum Wages Act and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of Trade Unions registered etc., under the Indian Trade Unions Act 1926, are given in a separate table and information regarding the implementation of the Industrial Employment (Standing Orders) Act 1946, and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs.

- (a) Number of establishments inspected.  
 (b) Number of prosecutions launched  
 (c) Number of convictions obtained

State/Territory	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
1	2	3	4	5	6	7	8	9	10	11	12	13
Andhra Pradesh	430	20	14	243			225			16,463	81	39
Assam	25			19			9			252		1
Bihar							76			1,825	11	
Kerala	344	5		176			791	2		3,178	9	1
Madras	896	16	27	438	2	2	382	4	1	48,103	74	40
Mysore	291		1				184			4,349	56	28
Orissa*	34			40			90					
Punjab	141	122		4,172			494			14,443	853	
Uttar Pradesh	366	55	20	194			1,134			4,589	75	156
West Bengal	444	4		378								
Union Territories -												
Delhi							389	11	10	2,146	266	266
Tripura	Nil	Nil	Nil				1			70	1	1

\*For the month of June 1959.

**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING JULY, 1959**

State Territory	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
1	2	3	4	5
Andhra Pradesh		8		..
Assam	183	1		184
Bihar	793	2		795
Kerala	—	6		—
Madras	989	9		998
Mysore	410	4		414
Orissa	—	1	6	—
Punjab	483	16	7	492
Uttar Pradesh	1,031	8	4	1,037
Union Territories—				
Delhi	351	7		358
Tripura	30	1		31

\*1 for the month of June, 1959

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1948**

The number of undertakings whose Standing Orders were certified during July 1959 were as follows: Andhra—1. Madras—2 and Uttar Pradesh—3.

**WORKMEN'S COMPENSATION ACT, 1923**

In Andhra a sum of Rs. 5,532 was paid as compensation in respect of one fatal and five non-fatal cases. In Kerala, nine cases were decided and a sum of Rs 11,072.86 was paid as compensation. In Madras, an amount of Rs 40,651.60 was disbursed in respect of 18 cases. Of these, 8 cases related to accidents resulting in death while the rest were permanent disablement cases.

**Workers' Education**—In Andhra, Workers' Education Classes were established in eight factories in the cities of Hyderabad and Kagaz Nagar. These classes were held in four languages. 3,913 workers attended the libraries at the various welfare centres. In Mysore, the Industrial Training Institutes provided training for 1,447 trainees in engineering and 34 in non-engineering trades. In Uttar Pradesh, adult education classes were held at four labour welfare centres at Kanpur and were largely attended by workers. In Delhi 466 workers attended the literacy classes held at five welfare centres.

**Labour Welfare**—In Andhra, welfare activities like indoor and outdoor games and music programmes were held at different welfare centres, during the month under review. In Punjab, instructive entertainments continued to be provided through films to the workers. In Uttar Pradesh, the usual welfare activities were carried out enthusiastically at the various Welfare centres. In Delhi, apart from matches and tournaments regular music classes, film shows on family planning and sewing classes for ladies were organised at the centres.

**Industrial Housing**—In Uttar Pradesh, out of 11,662 houses to be constructed under the various phases of the Subsidized Industrial Housing Scheme, 6,756 had been completed till July 1959. Under the Sugar Housing Scheme, 58 sugar factories had undertaken the construction of 1,444 quarters till the end of the month, of which 1,312 had been completed and the rest were in various stages of construction. In Delhi, eligible industrial workers were handed over possession of 222 quarters at the Najafgarh Industrial Housing Colony. The total number of houses so far occupied by qualified workers was 1,163 and the number of houses lying vacant was 198.

#### COMMITTEES, CONFERENCES AND ENQUIRIES

In Kerala, the Industrial Relations Committee for Coir met at Alwaye on 8th July and confirmed the proceedings of the last meeting after some modifications. In Mysore, the Minimum Wages Advisory Committee for Plantations undertook an enquiry in Coorg and Mysore with a view to revising the minimum rates of wages in plantations. A family budget enquiry was in progress to determine the Consumer Price Index in Mangalore. In Punjab, the Labour Commissioner convened a meeting of the Tea Planters at Palampur with a view to persuading them to make use of the financial assistance under the Plantation Labour Housing Scheme for constructing houses for their resident labour. In Madras, the monthly meeting of the State Housing Board was held on 3rd July to review the progress made in various housing schemes. The Bonus Committee on Plantations met on the 8th July to draw up the Memorandum of Settlement regarding the payment of bonus for the years 1957 and 1958 and also to evolve a formula for future years. In Uttar Pradesh, the Standing Committee of the Employees' State Insurance Corporation decided to undertake propaganda for family planning and also discussed the extension of medical Plan. In Delhi, a meeting of the Minimum Wages Advisory Committee for the Automobile Industry was held on 30th July to review the Minimum rates of wages already fixed.

#### INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING JULY 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in July 1959, there were 93 fresh disputes. In 91 of these disputes, for which information on number of workers involved and man-days lost both were available, the maximum number of workers involved was 28,542 in units normally employing 70,829 workers. The figures for the previous month were 108 fresh disputes, maximum number of workers involved in 102 disputes was 45,515 in units normally employing 1,34,644 workers. The number of

disputes current at any time during the month was 139. In 137 of them the maximum number of workers involved was 58,756 in units normally employing 1,04,880 workers. The figures for the previous month were 161 current disputes, maximum number of workers involved in 154 disputes 80,223 in units normally employing 1,74,216 workers. The average number of workers involved in 137 current disputes during July 1959 was 55,121. In the preceding month the average number of workers involved was 79,553 in 154 current disputes. The man-days lost were 6,85,279 during July 1959 and 8,26,805 during the preceding month. The time-loss during July 1958 and the monthly average time-loss during the year 1958, was 4,62,474 and 6,49,799 respectively. The average duration of disputes current at any time was 12.4 days during July 1959 and 10.4 in the preceding month. It may be mentioned that the figures given above for the months of June and July are not strictly comparable, as information relating to Orissa is not included in the figures for the latter month due to non-receipt of returns.

Twenty five of the current disputes resulted in lock-outs. These involved 22,457 workers and accounted for a time-loss of 4,13,351 man-days during the month. West Bengal accounted for 12 lock-outs, Madras 8, Mysore 2, Uttar Pradesh, Bombay and Kerala one each.

One hundred and one disputes terminated during the month of July 1959. Of these 66 lasted for not more than five days each and only 14 lasted for more than thirty days each. The workers were completely or partially successful in 32 cases that terminated during the month. They were unsuccessful in 24 cases. The results were indefinite in 36 cases and not known in 9 cases. Among the important causes of fresh disputes may be mentioned "Personnel" in 26 cases and "Wages and Allowances" in 22 cases. During the month under review, a time-loss of 5,54,080 man-days out of the total of 6,85,279 i.e. 80.9 per cent was accounted for by the Manufacturing industry group. Mining and Quarrying and Commerce followed next with time-losses of 66,832 and 34,676 man-days respectively i.e. 9.8 and 5.1 per cent of the total. Time-losses in other major groups of industries were comparatively low. By individual industries, considerable time-loss was recorded in Cotton Mills (3,28,445 man-days), Silk Mills (35,775 man-days), Electrical Machinery (16,227 man-days) and Iron and Steel (14,405 man-days), under the Manufacturing group, Coal Mines (64,414 man-days) under the Mining and Quarrying group and Banks and other Financial Institution (34,676) under Commerce.

Madras recorded a time-loss of 3,26,271 man-days during the month. This was the highest among all the States. Next in order came West Bengal, Bombay, Madhya Pradesh and Mysore with time-losses of 1,50,979, 78,605, 42,559, and 32,200 man-days respectively. Compared to the previous month, the time-loss increased in West Bengal,

Uttar Pradesh, Delhi, Kerala and Madhya Pradesh by 25,888, 9,412, 5,095, 4,702 and 4,073 man-days respectively. It decreased in the remaining States

Regarding the Industrial relations in the States there was nothing special to report

#### DETAILS OF IMPORTANT DISPUTES

The strike in Orient General Industries Ltd, Ghore Bibi Lane, Narkeldanga, Calcutta, (AITUC), reported earlier, was still in progress at the end of July 1959 and caused a time-loss of 27,000 man-days during the month under review. The strike in New Era Fabrics Ltd., Bombay (AITUC), reported earlier, was still continuing at the end of the month under review and caused a time-loss of 19,575 man-days, loss of Rs. 78,300 in wages and Rs. 4,00,000 in production. Lock-out as declared in Swadeshi Cotton Mills Co Ltd, Naini Allahabad after the strike in this unit, reported earlier, continued upto the 4th July 1959. Following mediation by the Assistant Labour Commissioner, the lock-out was lifted on the 31st July 1959. The work stoppage caused a total time-loss of 41,522 man-days. There was a total loss of Rs. 91,000 in wages and Rs. 20,75,000 in production. All the three lock-outs in Madura Mills Companies Ltd, in Madurai (AITUC, INTUC & HMS) Amba Samudram (INTUC & AITUC) and Tuticorin (Independent) which were continuing since May 1959, came to an end in the month under review after a settlement was arrived at before the Commissioner of Labour, Madras. These lock-outs caused total time-losses of 4,14,504, 1,74,160 and 1,27,840 man-days respectively. In the three work-stoppages the workers suffered a loss of Rs. 16,58,016, Rs. 10,83,463 and Rs. 4,42,104 respectively, in the wages and the managements suffered a loss of Rs. 63,86,418 and Rs. 26,12,651 in production in the latter two cases respectively. On the 15th June 1959, all the one thousand workers of Machinery Manufacturing Co Ltd, 207, Lower Circular Road, Calcutta (AITUC) struck work as a protest against the retrenchment of 249 workers. The strike was still in progress at the close of July 1959, and accounted for a time-loss of 27,000 man-days during the month under review. The Bank Employees of National and Grindlays Bank Ltd, stationed at Delhi, Bombay, Calcutta and Madras were on strike even in July 1959 over dismissal of 6 employees of Chandni Chowk, Delhi Branch. The strike was, however, called off during the month under review after the intervention of the Union Labour Minister. In sympathy with the striking employees of National and Grindlays Bank Ltd, the employees of various other banks also observed a token strike of short duration in the month under review in many parts of the country.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of July 1959, was 179 (Provisional) as against 228 (Revised) in the preceding month.

# SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during July 1959 and the number settled or investigated by them\*—

State	Number of Complaints Received during the Month Relating to								No of Complaints Settled or Investigated*
	Wages & Allowances	Bonus	Personnel	Recognition	Leave & Hours of Work	Others	Not known	Total	
Assam	08	11	106	2	32	89	—	308	281
Bihar	47	4	3	—	—	—	—	54	3
Delhi	—	—	—	—	—	—	216	216	218
Kerala	166	58	89	30	50	108	—	501	303
Madras	139	28	287	20	42	211	—	727	660
Mysore	—	—	—	—	—	—	117	117	100
Orissa	6	5	9	3	8	10	9	50	40
Punjab	382	24	50	122	37	69	17	701	633
Tripura	10	—	—	—	—	2	—	12	8
Uttar Pradesh	141	24	119	1	16	145	—	446	329
West Bengal	37	—	6	3	40	79	—	165	142

\*Includes outstanding cases of the previous month, if any

Source—Monthly Labour News submitted by State Governments

## QUESTIONS AND ANSWERS IN PARLIAMENT

(The information given in the following paragraphs has been summarised from the replies given during the present session of the Rajya Sabha and Lok Sabha).

**Employees' State Insurance Scheme**—The Employees' State Insurance Scheme has so far been introduced at 82 centres and is likely to be introduced at 37 more centres during the second half of 1959. All these centres are located in cities or towns including in some cases adjoining villages or taluqas which have coverable factories (August 6, 1959).

**Motor Transport Industry**—The Special Committee constituted by the Government of India to finalise the draft of motor transport labour legislation suggested to the Government that the appointment



of a Commission to enquire into the working conditions, pay scales, health and work-load of transport workers may be considered. The Government, however, did not consider it necessary to appoint such a Commission as it was proposed to introduce a Bill to regulate the working conditions of motor transport workers, shortly. (August 6, 1959)

***Demands of Domestic Servants***—The question of regulating the conditions of work and employment of domestic servants was discussed at the meeting of the Informal Consultative Committee held on the 29th April 1959. The consensus of opinion among the Committee members was that it was not practicable to have any law to regulate the working conditions of domestic workers. The Indian Labour Conference, which considered the question at its last session held the same view. The Conference, however, approved a pilot scheme for setting up a special employment office in Delhi for the benefit of Domestic Servants with a Welfare Officer attached to it. Steps were being taken by the Government to implement the recommendation. (August 6, 1959).

***Closure of Iron Ore and Manganese Mines***—During the year 1958 and first half of the year 1959, 51 iron ore and manganese mines were closed down in Keonjhar District of Orissa, Singhbhum District of Bihar and Madhya Pradesh. As a result of these closures, 11,370 workers were served with notices of 'retrenchment' during the period 1st January 1958 to 30th June 1959. Of these, 5,800 were rendered unemployed. This large scale unemployment was also due to the mechanisation of the Noamundi mines. Efforts were being made for absorbing workmen likely to be rendered surplus in this mine due to mechanisation in some other undertakings. (August 6, 1959)

***Contract Labour in Iron Ore Mines***—Majority of workers engaged in iron ore raising in the Singhbhum District of Bihar and Keonjhar District of Orissa are employed as contractors' labour. The approximate number of workmen employed through contractors and through the department is 10,500 and 7,500 respectively. The conditions of work and service of contract labour are worse than those of regular departmental labour. A Committee has been appointed to study the question whether miners doing the work of a permanent character are to be treated as Departmental employees. However, contract labour employed directly in connection with the work of a covered establishment is entitled for provident fund benefits under Employees' Provident Funds Scheme. (August 6, 1959)

***Coal Award and Demands Discussed at the Various Tripartite Conferences***—The Sub-Committee of the Industrial Committee on Coal Mining has agreed that all the demands which were discussed at the various tripartite Conferences from the date the Coal Award came into force (i.e., 26th May 1956) to the 21st February 1959 and not settled, be referred to arbitration. The terms of reference to the Arbitrator are to determine which of the demands arise out of the Coal Award and which of them do not arise out of the Award and to give his decision on them. It has also been agreed that in respect of the items which in the opinion of the Arbitrator, do not arise out of the Awards his decision shall not have retrospective effect. (August 11, 1959)

**Industrial Disputes in Public Sector**—A Committee has been set up to facilitate consultations among the Union Ministries concerned on questions regarding labour demands in undertakings in the public sector (August 11 1959)

**Wage Boards**—The progress made by the various Wage Boards appointed for specific industries is indicated below:

(i) **Textile Wage Board**—The Board has been engaged in studying the evidence collected so far and meetings are proposed to be held shortly for final deliberations of certain matters

(ii) **Sugar Wage Board**—Public hearings are in progress.

(iii) **Cement Wage Board**—Public hearings have concluded. Tentative conclusions on various issues are being considered by the Board (August 11, 1959)

**Listing of Dock Workers at Calcutta and Madras**—The number of dock workers approved for listing in Calcutta and Madras is as under —

Place	Categories of Workers	Number approved for listing
Calcutta	Chipping and Painting Workers	1,679
	Beggars and Stitches	177
	Salt Workers	543
	Coal Bunkering and Coal Stevedoring Workers	475
Madras	Chipping and Painting Workers	260
	Coal Stevedore Workers	816
	Other Categories (Shore Workers handling Coal, Ore, Scrap iron, Sulphur, bulk phosphate, etc.)	1,800 (Listing in progress)

[August 14, 1959]

**Training Within Industry**—Under the scheme of 'Training Within Industry' sponsored by the Ministry of Labour and Employment, the Bombay Centre has so far trained 173 training officers from various establishments, who have in turn trained about 32,000 supervisors in T.W.I. programmes of job instruction, job method and job relations. Of the 173 training officers so far trained 141 are from the private sector and the remaining 32 from the public sector (August 14 1959)

**Housing of Industrial Workers**—Reports have been received from the Governments of Andhra Pradesh and Bihar about the magnitude of the housing problem of industrial workers in their States. In Andhra Pradesh, about 36,575 permanent industrial workers require provision of residential accommodation under the Second Plan. It is proposed to provide 7,778 houses under the Subsidised Industrial

Housing Scheme Industrial Co-operation Housing and Building Societies are being organised to relieve housing shortage for industrial workers, but the response from their side is not encouraging. In Bihar, an *ad-hoc* survey conducted on a stratified random sample basis in Jamshedpur revealed a potential demand of about 24,000 houses at varying rents. Another survey conducted in 1957 concerning workers in sugar factories showed that a large number of workers were without houses. Out of about 6,500 permanent workers, only about 3,300 were provided with residential accommodation. The demand for houses from seasonal workers was estimated at about 7,300 (August 14, 1959).

### NATIONAL COUNCIL FOR TRAINING IN VOCATIONAL TRADES

Addressing the National Council for Training in Vocational Trades which met in New Delhi on the 29th August 1959 the Union Deputy Minister for Labour pointed out that promotion of training in vocational trades was the Council's special concern. The drive for industrialisation depended much on the supply of trained manpower. He added that the idle man-power could be placed in productive employment if it could be properly trained. There was also immense scope for extending the area of fruitful employment through training in vocational trades. If the idea of productive self-employment caught on among the educated classes it would have been possible to plan an effective process that would generate wealth as well as employment. He stated that the work of orientation centres started at some places was a modest beginning in this direction. He further stressed that the purpose of the council was to bring about a change in the attitude of young men towards work and employment.

### CENTRAL IMPLEMENTATION AND EVALUATION COMMITTEES

The Central Implementation and Evaluation Committee met in New Delhi on the 13th August 1959 under the Chairmanship of the Union Minister for Labour and Employment. The Committee discussed the question of constituting a tripartite machinery to scrutinise appeals to courts arising out of industrial disputes and came to the conclusion that it would not be practicable to set up a central Committee for this purpose. The parties, themselves should screen cases and, if necessary, undertake a post-check of cases filed in courts. Central Organisations of employers and workers agreed to advise their member units to extend their full co-operation in bringing about out-of-court settlement of cases of industrial disputes pending in courts. They would impress upon their member-units the need for fully exploring the possibility of out-of-court settlement of cases in which monetary gain was insignificant or in which one or a few workers were concerned and no general principle of law or policy was involved. The employers' and workers' organisations also agreed to advise their member-units to have greater recourse to mediation and voluntary arbitration for settling disputes.

The Committee also suggested that in order to facilitate arbitrations a panel of arbitrators should be drawn up in consultation with the State Government, the State Implementation and Evaluation

Committees and the central organisation of employers and workers. The list of arbitrators already drawn up by the Union Ministry of Labour and Employment should be circulated to employers' and workers' Organisations. The Committee felt that a meeting of representatives of employing ministries should be convened to discuss questions relating to implementation of Labour enactments, awards, etc., observance of the Code of Discipline and greater recourse to mediation and arbitration in the public sector.

#### AGREEMENT BETWEEN THE BATA SHOE COMPANY PRIVATE LTD, BATANAGAR, CALCUTTA AND THE BATA MAZDOOR UNION, BATANAGAR.

An agreement concluded between the Bata Shoe Company and the Bata Mazdoor Union on 18th February 1955 remained effective till the 31st December, 1957. The present Collective Agreement was concluded on 6th October, 1958 and will remain effective till 31st December, 1961 but shall continue to be in force from year to year thereafter unless either party gives notice in writing of its intention to enter into negotiations for the purpose of amending the Agreement and a new agreement is arrived at. The salient features of the agreement are given in the following paragraphs.

(i) For the purpose of the Agreement the Company recognises the Union as the sole and exclusive collective bargaining agency for the workmen and employees engaged in its factory at Batanagar, Calcutta offices and the Central Repair Shop at 1, Chandni Chawk, Calcutta except the employees who are prohibited from becoming members of the Union or from taking part in any union activities under the terms and conditions of employment between the Company and such employees as authorised under the Indian Trade Unions Act.

(ii) Workmen from the departments of (1) Watch and Ward, (2) Public Health, (3) Telephone Operators, (4) Fire Brigade, (5) Kitchen and Store, (6) Transport (unloading and loading of wagons reached or those which left destination before commencement of strike), (7) Water and Electric Supply and (8) Skeleton Staff in Tannery (for the purpose of saving the hides and skins in the process of soaking, liming, etc., till brought to tanyard and/or drying chamber) are not to be withdrawn from work by the Union even if a strike is declared by the Union. In the event of a strike if the Company actually starts carrying on the business of manufacture, the Union will have the liberty to withdraw such staff.

(iii) The Company agrees that it will not indulge in unfair labour practices and/or will not discriminate, interfere, coerce or restrain any workman and employee because of the membership

in the union. It will not permit any non-union workman and employee to engage in anti-union activities during working hours or on Company's premises. It will help as far as possible, within law regarding realisation of union subscription.

The Union agrees not to intimidate or coerce workmen and employees into membership of the union or interfere against the non-union workmen and employees. It also agrees not to carry on any union activity on Company time and premises except that solicitation for membership and collection of subscription will be permitted beyond Factory hours and outside factory premises.

(iv) It is agreed that it is the Company's right to maintain order, discipline and efficiency among the workers. Any case of alleged victimisation or improper discharge will be dealt with in accordance with the grievance procedure laid down in the Agreement. The Company also reserves its right to manage its own enterprise in the manner it likes.

(v) The Company agrees not to cause or direct any lock-out as long as the workmen and employees collectively or individually do not commit any breach of this Agreement. The Union also agrees that while retaining its right to go on a strike it and its members individually or collectively will not cause, permit or take part in any strike, picketing, sit-down, stay-in, slow-down or other curtailment or restriction on production or interference with work in or about the Company's premises until the procedure provided in the Agreement for the settlement of grievances had been first fully complied with. In case the Company desired to effect mass retrenchment, such question will form the subject of negotiations and if no settlement is arrived at will be referred to arbitration if mutually agreed upon, or to the Government through the Conciliation Officers for referring the matter to adjudication if the Conciliation Officer was unable to effect a settlement between the parties.

(vi) The Company agrees to pay the general bonus one month after the end of each quarter at the rate of 18.50 per cent. of the total salary and/or wages (exclusive of dearness allowance or other special allowances or rewards) paid to each workman/employee during the quarter immediately preceding. Such bonus will be payable only to those who have completed six months' approved service ending on the last day of the quarter and to those who have completed less than six months' approved service on the last day of the quarter, the bonus will be payable at the rate of 9.25 per cent. of their total salary or wages as aforesaid. The bonus will be available only to those who were in the employment of the company on the last date of the quarter and who have given regular and approved service during the quarter to which the bonus relates.

## NEWS IN BRIEF

**Employment Assistance to Ex-Servicemen**—Between 1945 and 1947, over 8 lakh ex-servicemen were registered and over one lakh secured jobs. During the period January 1948 to July 1959, over 11 lakh ex-servicemen were registered and over 2 lakhs were placed in employment. Preference was given to ex-servicemen in filling up vacancies in departments such as police, watch and ward and excise where military training was useful.

**State Productivity Council for Rajasthan**—A meeting of the representatives of workers, employers, the State Government, technicians and consumers in Rajasthan was held in Jaipur on the 2nd September 1959 to set up a 23-member ad-hoc Committee which would prepare ground for the constitution of the Rajasthan State Productivity Council.

**I.L.O. Sixth Session of the Industrial Committee on Building, Civil Engineering and Public Works**—The Sixth Session of the Industrial Committee on Building, Civil Engineering and Public Works of the International Labour Organisation is scheduled to be held at Geneva from 19th to 30th October 1959. The delegation of each country represented on the meeting will consist of two representatives each of Government, employers' and workers' organisations having a substantial number of members in the industry concerned. The Indian delegation will be nominated by the Government of India in consultation with the interests concerned.

**Youth Employment Service and Employment Counselling**—National Employment service conducted recently a brief orientation course in Vocational Guidance for officers of four University Employment Bureaux at Delhi, Aligarh, Banaras and Trivandrum.

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## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of Labour Interest published in periodicals received in the Labour Bureau are mentioned below.

**Labour Bulletin**—(The Superintendent, Printing and Stationery, U.P. Allahabad), October 1958—(1) Studies in Rationalization, (2) Our Approach to the Problem of Productivity

**Labour Gazette**—(Department of Labour, Government of West Bengal, Calcutta), April 1959 and May 1959—(1) Evolution of Conciliation Machinery in India. (2) Manufacturers' Responsibility Regarding Safety and Certain Observations for their Guidance

**Labour Gazette**—(The Commissioner of Labour and Director of Employment, Chepauk, Madras-5), May 1959—(1) Origin, Growth and

**Functions of Trade Unionism in India** (2) Working Conditions and Productivity.

*Industrial Relations*—(Indian Institute of Personnel Management, Artistry House, 15, Park Street, Calcutta-16), May-June, 1959—(1) Voluntary Arbitration of Industrial Disputes (2) The Impact of Labour Legislation on Industrial Relations

*American Federationist*—(AFLICO, Building, 815, Sixteenth Street, NW, Washington 6, D C), June 1959—A New Philosophy for Labour.

*Industrial and Labour Relations Review*—(New York State School of Industrial and Labour Relations, Cornell University, Ithaca, New York), July 1959—(1) Trade Union Development and Labour Relations Policy in the Philippines (2) Discussion on Some Issues and Goals in Social Security (3) Document on Labour Relations Programme For Employees of the City of New York.

*Labour Monthly*—(Angela Tuckett, Labour Monthly 134, Ballards Lane, London N 3), August 1959—The Shop Steward's Job.

*The Eastern Economist*—(52, Janpath, New Delhi) August 14, 1959—Productivity Problems of Statistical Comparison

*The Economic Weekly*—(104, Apollo Street, Fort, Bombay) August 29, 1959—Unemployment and Unorthodox Methods

*Indian Finance*—(116, Lower Circular Road, Calcutta), August 29, 1959—A Statistical Measure of Under-Employment

*Indian Workers*—(17, Janpath, New Delhi), August 31 1959 and September 7, 1959—(1) A Comparative Study of Productivity Movement in Asian Countries (2) A Glimpse of Malayan Labour Situation

### Book Reviews

(1) Prevention of Accidents due to Fires Underground in Coal Mines and (2) Prevention of Accidents due to Electricity Underground in Coal Mines (International Labour Office, Geneva, 1959 Pages (1) 48 and (2) 54 Price 50 cents; 3 s each)

In spite of the best efforts made by the international Labour Office in promoting higher standards of safety and health in coal mines, the accident rates have continued to be high. This has undoubtedly intensified interest in all countries in the prevention of coal mining accidents and has in particular given urgency to the problems of preventing major disasters which may cost the lives of large numbers of miners. Increasingly conscious of the need of the hour, the ILO took upon itself the task of accelerating its plans for further action designed to help reduce accident risks in coal mines. Since the subject was vast and at the same time exceedingly

complex it seemed appropriate to the I.L.O. that it should deal successively with selected branches of the subject rather than endeavour to cover it all at one and the same time. The first two items selected for study were Mine Fires and Electricity underground on account of their being responsible for a substantial proportion of coal mines disasters in recent years. Meetings of, qualified experts were held for the purpose and their recommendations have been embodied in the above mentioned publications.

The codes deal with the subject in detail and contain practical advice for the guidance of those who in any capacity, have some responsibility for safety in coal mines. The value of the publications lies in the fact that they are the work of a group of experts and embody the knowledge and experience of many countries. The experts genuinely hope that if the codes are followed as a guide the toll taken by accidents due to fires and electricity in coal mines can be appreciably reduced.

The booklets moderately priced and written in an easy style with an impressive get up are a welcome addition to the I.L.O. literature and will be well-received by the managements of coal mines in this country.

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N.B.—1. For Scope and Limitations of the Statistics presented, kindly see the January, 1959 issue of the Indian Labour Gazette.

2. The following symbols have been used throughout the Tables—

..Not available.

—Nil or Negligible.

(R) Revised.

(P) Provisional.

## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957 (P)	1958 (P) First half
Andhra Pradesh	2,04,339	1,97,449	2,13,457
Assam	74,698	72,415	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay	10,61,878	10,75,944	9,88,928
Jammu & Kashmir	5,176		
Kerala	1,65,196	1,55,315	1,10,683
Madhya Pradesh	1,68,176	1,54,738	1,53,097
Madras	3,07,665	3,24,017	3,12,166
Mysore	75,103	1,12,618	1,32,962
Orissa	22,614	24,730	24,984
Punjab	91,083	99,147	86,878
Rajasthan	44,832	48,199	50,854
Uttar Pradesh	2,73,537	2,82,987	2,70,892
West Bengal	6,82,297	6,88,002	6,71,478
Andaman & Nicobar Islands	3,835	2,808	2,602
Delhi	51,075	57,337	57,230
Himachal Pradesh	1,054	1,175	1,324
Manipur	298	120	
Tripura	1,901	1,933	1,473
Total	34,01,599		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu & Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available.

Source—Chief Inspectors of Factories, State Governments.

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
May 1958	70,365	2,71,810	1,50,124	2,41,338	6,97,637
June 1958	70,970	2,75,287	1,52,565	2,43,434	7,03,256
July 1958	71,555	2,37,531	1,53,231	2,42,971	7,05,288
August 1958	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September 1958	72,633	2,38,409	1,56,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,55,961	2,43,211	7,10,553
November 1958	73,061	2,39,193	1,55,423	2,42,824	7,12,501
December 1958	73,801	2,39,777	1,57,410	2,43,471	7,14,259
January 1959	73,831	2,39,743	1,57,812	2,44,233	7,15,619
February 1959	73,749	2,40,519	1,58,225	2,44,452	7,16,945
March 1959	74,169	2,41,319	1,58,367	2,45,714	7,19,569
April 1959	74,605	2,42,260	1,58,953	2,45,987	7,21,805
May 1959	74,457	2,42,589	1,59,015	2,45,920	7,21,981

N.B.—Figures relate to Regular Establishment only.

Source—Directorate General of Recruitment and Employment.

TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING JUNE 1959

State	Total No of Workers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Andhra Pradesh .	13 622	3,630	3,400	1,927	10 963
Bihar . . . . .	766	990	253	—	632
Bombay . . . . .	4 95,325	2 37,507	1,51 374	3 71 3	4,27 844
Kerala . . . . .	11 427	5,502	2 8 1	1 447	9 840
Madhya Pradesh . . . . .	54 887	23,600	16 038	3 770	43,417
Madras . . . . .	97 973	48,208	26,396	9 210	83 904
Mysore . . . . .	31,447	16,183	7 727	1,743	25 653
Orissa . . . . .	5,303	1,667	1 520	1 272	4 469
Punjab . . . . .	9,797	3,1 48	2,139	1 761	7,548
Rajasthan . . . . .	11 466	6 021	3 371	612	9 984
Uttar Pradesh . . . . .	55 325	25,070	15,668	9 437	45 233
West Bengal . . . . .	47 600	20,823	12,780	6,911	40,318
Delhi . . . . .	21 974	6 782	5,161	6 496	18,239
Pondicherry . . . . .	8,717	2,697	1 718	1 232	5,647
Total (June 1959)	8,63 433	3,99,822	2,40 723	82 183	7,31 730
Total (May 1959)	8,83,932	4 09,227	2,58 233	80 436	7 47,896
Total (June 1958)	9,00,778	4,08 042	2,61 347	80 872	7,40 461
Average (1958)	9,00,166	4,21,916	2 62 330	82,803	7,67 130

Source: Office of the Textile Commissioner (Ministry of Commerce &amp; Industry), Govt. of India.

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

	May 1959	April 1959	May 1958	Average 1958
1	2	3	4	5
<i>Under Ground</i>				
Average Daily Number of Workers Employed	2,10,553	2,08 188	2 06 330	2,08,205
Total Number of Man-shifts Worked . . . . .	54,64,183	53,77,007	55 49 950	53,18,780
<i>Open Workings</i>				
Average Daily Number of Workers Employed	40,013	40 833	39,558	40,973
Total Number of Man-shifts Worked . . . . .	10,43,025	10,67,022	10,53 147	10,47,835
<i>Surface</i>				
Average Daily Number of Workers Employed . . . . .	1 13 326	1,13,986	1,17 957	1,14,721
Total Number of Man-shifts Worked . . . . .	29 42,026	29,45 850	31,16 370	29 31 542
<i>Total</i>				
Average Daily Number of Workers Employed	3,63 922	3 63,007	3 61 851	3,63 849
Total Number of Man-shifts Worked . . . . .	94 49,234	93,79,967	97,19,787	92 97 857

Source: Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED IN JUNE 1959.

State  1	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed 2	Worked One Shift 3	Worked Two Shifts 4	Worked Three Shifts 5	Total No. of Mills 6
Andhra Pradesh . . . . .	2	1	4	6	13
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	20	8	69	101	199 (1)
Kerala . . . . .	—	—	6	7	13
Madhya Pradesh . . . . .	1	3	9	6	19
Madras . . . . .	9	3	73	46	133 (2)
Mysore . . . . .	4	1	5	6	17 (1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	1	—	2	4	8 (1)
Rajasthan . . . . .	4	—	5	2	11
Uttar Pradesh . . . . .	7	2	5	9	24 (1)
West Bengal . . . . .	2	2	5	21	30
Delhi . . . . .	1	—	—	3	4
Pondicherry . . . . .	—	—	—	2	3 (1)
Total (June, 1959) . . . . .	54	21	184	214	480 (7)
Total (May, 1959) . . . . .	48	24	181	219	480 (8)
Total (June 1958) . . . . .	43	42	179	203	470 (12)
Average (1958) . . . . .	41	33	182	213	470 (9)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on staple fibre.

Source: Office of the Textile Commissioner (Ministry of Commerce and Industry), Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN JUNE 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State	No. of Weaving Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . . .	—	—	—	2	2
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	15	5	121	32	173
Kerala . . . . .	—	1	3	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	9	2	10	4	25
Mysore . . . . .	4	1	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	3	1	9
Uttar Pradesh . . . . .	5	—	4	8	17
West Bengal . . . . .	1	—	10	6	17
Delhi . . . . .	1	—	—	3	4
Pondicherry . . . . .	—	—	1	2	3
Total (June, 1959) . . . . .	42	13	172	65	292
Total (May, 1959) . . . . .	40	13	173	66	292

Source: Office of the Textile Commissioner (Ministry of Commerce and Industry), Government of India.

L/P167DofLB—7

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING JULY 1959

State	No of Exchanges at the End of the Month	No of Registrations during the Month	No of Applicants Placed in Employment during the Month	No. of Applicants on the Live Registers at the End of the Month	No of Employers Using the Exchanges during the Month	No. of Vacancies Notified during the Month	No of Vacancies Being Dealt With at the End of the Month
1	2	3	4	5	6	7	8
Andhra Pradesh	19	16,561	1,875	91,347	692	2,532	5,396
Assam	12	6,823	179	34,081	118	489	1,658
Bihar	20	11,670	1,444	62,478	303	2,179	9,896
Bombay	34	40,851	2,979	1,95,101	1,319	4,772	14,118
Delhi	1	13,584	819	71,777	360	1,205	2,154
Himachal Pradesh	2	725	118	3,500	33	118	310
Jammu & Kashmir	2	524	22	1,485	30	90	292
Kerala	9	7,303	908	1,20,964	230	1,079	2,181
Madhya Pradesh	15	18,744	1,567	55,359	361	2,251	8,526
Madras	13	25,393	3,282	1,34,779	974	3,893	6,727
Manipur	1	750	97	6,684	13	166	463
Mysore	11	6,421	1,111	46,968	357	1,300	3,820
Orissa	9	5,842	710	21,703	234	1,621	3,662
Pondicherry	1	306	31	2,228	10	25	130
Punjab	18	20,482	2,642	59,802	1,026	3,598	5,221
Rajasthan	14	14,078	2,242	49,127	591	2,889	6,279
Tripura	1	506	27	3,346	16	54	181
Uttar Pradesh	33	50,895	4,404	1,71,667	1,200	6,042	10,415
West Bengal	17	21,069	1,370	2,14,848	229	1,086	6,749
Central Establishment co-ordination office	—	—	—	—	84	252	2,170
Total (July, 1959)	232*	2,65,326	25,827	12,47,314	8,220	36,541	90,328
Total—(June, 1959)	234	2,29,802	26,531	12,87,783	7,795	41,379	92,379
Total (July, 1958)	202	2,40,895	21,667	10,83,126	6,923	30,651	60,206
Average (1958)	200	1,83,657	19,443	10,49,176	6,485	30,407	57,775

Source: Directorate General of Resettlement and Employment

\*In addition, four University Employment Bureaus at Delhi, Trivandrum, Aligarh and Varanasi were functioning at the end of July, 1959

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING JULY 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra Pradesh	522	3,454	26,075	6,589	3,046	44,886	6,815	91,347
Assam	237	3,269	4,820	81	529	23,588	1,537	34,081
Bihar	482	7,706	11,233	440	1,707	38,462	2,448	62,478
Bombay	1,973	9,839	64,719	10,341	5,551	90,263	12,415	1,05,101
Delhi	1,598	5,598	18,476	3,934	7,360	31,603	3,148	71,777
Himachal Pradesh	30	146	375	577	100	2,007	265	3,500
Jammu & Kashmir	22	86	360	58	114	654	191	1,485
Kerala	809	9,034	43,209	8,480	4,335	51,586	3,611	1,20,964
Madhya Pradesh	420	6,377	9,567	6,746	1,489	28,063	2,091	55,359
Madras	721	6,510	31,927	14,363	4,653	71,667	4,904	1,34,770
Manipur	73	242	917	1,490	39	2,729	1,104	6,684
Mysore	761	3,347	13,129	6,143	1,207	19,822	2,517	40,068
Orissa	290	4,013	3,922	648	620	9,710	2,491	21,703
Pondicherry	7	108	335	236	86	1,383	121	2,298
Punjab	602	3,266	14,966	5,538	3,231	28,051	4,148	50,802
* Rajasthan	410	1,206	7,858	13,806	1,733	21,226	2,888	49,127
Tripura	10	204	167	681	117	1,246	921	3,346
Uttar Pradesh	1,423	13,964	53,723	4,196	8,091	83,042	7,230	1,71,667
West Bengal	1,762	21,050	48,497	527	3,546	1,32,517	6,949	2,14,848
Total (July, 1959).	12,146	69,489	3,51,935	81,878	47,556	6,82,626	66,384	13,47,314
Total (June, 1959).	11,033	1,00,458	3,33,566	75,923	41,938	6,59,186	62,575	12,87,763
Total (July, 1958).	8,350	77,254	3,04,305	70,946	39,315	5,31,294	51,462	10,83,126
Average (1958)	7,418	78,326	2,87,278	54,662	38,925	5,32,435	50,132	10,49,176

Source: Directorate General of Resettlement and Employment.

TABLE 9—TRAINING STATISTICS FOR JULY 1959

State	No. of Institutes/ Undertakings Imparting Training at the end of the Month			Number of Persons Undergoing Training at the End of the Month				
				Non Engineering Trades		Engineer- ing Trades*	Appren- ticeship	Total
	Crafts- man Training	Appren- ticeship Training	Total	Men	Women			
1	2	3	4	5	6	7	8	9
Andhra Pradesh .	9	1	10	—	—	2,149	85	2,234
Assam . . .	2	—	2	—	—	457	—	457
Bihar . . .	6	2	8	90	—	1,551	76	1,717
Bombay . . .	15	1	16	—	—	2,126	107	2,233
Jammu & Kashmir	2	—	2	28	—	95	—	123
Kerala . . .	4	—	4	—	—	1,207	—	1,267
Madhya Pradesh .	8	—	8	—	—	1,602	—	1,602
Madras . . .	10	3	13	—	—	1,633	112	1,745
Mysore . . .	13	—	13	—	—	1,319	—	1,319
Orissa . . .	6	—	6	—	—	748	—	748
Punjab . . .	21	—	21	—	—	2,660	—	2,660
Rajasthan . . .	4	—	4	—	—	730	—	730
Uttar Pradesh .	14	—	14	—	—	3,656	—	3,656
West Bengal .	9	3	12	—	—	2,792	100	2,892
Delhi . . .	7	—	7	71	—	1,413	—	1,484
Himachal Pradesh	2	—	2	—	—	165	—	165
Manipur . . .	1	—	1	—	—	50	—	50*
Total (July, 1959)	133	10	143	169	—	24,413	480	25,082
Total (June, 1959)	133	10	143	1,567	917	24,596	498	27,578
Total (July, 1958)	94	273	367	—	—	19,491	608	20,099
Average (1958)	96	261	357	1,103	628	17,600	573	19,964

Source: Directorate General of Resettlement and Employment,

\*Includes women, if any.



## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200 PER MONTH

State	1955		1957	
	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)
1	2	3	4	5
Andhra Pradesh . . . . .	75,414	694 9	81,811	1,030.8
Assam . . . . .	47,050	1,625.9	50,307	1,833.6
Bihar . . . . .	1,65,143	1,235.6	1,73,448	1,299.2
Bombay . . . . .	19,99,521	1,414.8	11,11,147	1,432.8
Kerala . . . . .	56,949	735.9	48,187	605.0
Madhya Pradesh . . . . .	33,256	983.4	78,291(P)	1,138.7(P)
Madras . . . . .	2,22,576	930.1	2,60,313	978.9
Mysore . . . . .	23,033	852.5	14,830	967.3
Orissa . . . . .	14,923	948.5	17,089	956.8
Punjab . . . . .	48,786	991.0	60,660	935.3
Rajasthan . . . . .	12,513	769.6	13,498	907.1
Uttar Pradesh . . . . .	2,32,342	1,014.1	2,56,189	1,077.5
West Bengal . . . . .	6,49,231	1,141.6	6,67,168	1,173.5
A. and N. Islands . . . . .	2,609	638.8	1,845	657.1
Delhi . . . . .	67,764	1,466.9	72,268	1,493.4
Tripura . . . . .	643	854.3	553	933.0
All the above States . . . . .	27,56,830	1,186.8	29,07,606(P)	1,333.9(P)

\*Relate to re-organised States and exclude Railway workshops and factories belonging to the groups Food, Beverages, Tobacco and Gms and Presses.

Source: Annual Reports on the Working of the Payment of Wages Act, 1936.

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

	Mar 1959	April 1959	May 1958	Average 1958
1	2	3	4	5
<i>Jharia</i>				
Basic Wages . . . . .	9 11	9 11	8 83	8 71
Dearness Allowance . . . . .	11 94	11 98	11 79	11.63
Other Cash Payments . . . . .	1 92	1 87	1.48	1.64
Total . . . . .	22 97	22 98	22 10	21 98
<i>Raniganj</i>				
Basic Wages . . . . .	8 55	8 40	8 26	8 24
Dearness Allowance . . . . .	11.06	11 73	11 32	11.02
Other Cash Payments . . . . .	1 86	2 07	1 43	1.68
Total . . . . .	21 47	22 20	21 01	20 94

Source: Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State	Dearness Allowance				
	Minimum Basic Wages	July 1959	June 1959	July 1958	Average 1958
	1	2	3	4	5
		Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30 00	87 15	85 20	82 10	81.58
Ahmedabad . . . . .	28 00	90 00	85 77	73 08	75 31
Sholapur . . . . .	26 00	45 60	45 50	39 00	44.01
Baroda . . . . .	26.00	81 00	77 19	65 72	67.78
Indore . . . . .	30 00	60 37	59 06	53 61	55 17
Nagpur . . . . .	26 00	63 37	62 83	54 00	54 93
Madras . . . . .	26 00	62 25	60 37	54 37	55 64
Kanpur . . . . .	30 00	58 12	56 87	50 06	58.46
West Bengal . . . . .	28 17	32 50	32 50	32 50	31.25

Source. Monthly returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Miners and Loaders		Output per Man-shift for			
			All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons	Kilograms	Tons	Kilograms	Tons	Kilograms
1	2	3	4	5	6	7
May, 1959 . . . . .	1.14	1,158 30	0 62	629 95	0 43	436 90
April, 1959 . . . . .	1 16	1,168 46	0 62	629 95	0 43	436 90
May, 1958 . . . . .	1 13	1,148 14	0 59	599 47	0 40	406 62
Average 1958	1.15	1,168 46	0 59	599 47	0 42	426.74

Source —Chief Inspector of Mines, Dhanbad.

**Industrial Disputes Resulting in Work Stoppages during July, 1959**  
**TABLE 14--By States**

State	Starting During the Month			Continued from Previous Month			In Progress During the Month		
	No. of Disputes	Maximum No. of Workers Involved	No of Workers Normally Employed in the Unit Affected	No. of Disputes	Maximum No. of Workers Involved	No of Workers Normally Employed in the Units Affected	No. of Disputes	Total of Average No of Workers Involved	Man-days Lost During the Month
Andhra	7	2,029(1)	5,691(1)	—	—	—	7	2,029(1)	3,127(1)
Assam	1	565	1,285	—	—	—	1	565	1,130
Bihar	13	1,925	7,546(4)	5	1,384	1,253(2)	18	3,313	11,007
Bombay	15	8,704	20,615	6	3,635	3,855	31	10,862	78,005
Kerala	1	32	32	2	193	212	3	213	4,940
Madhya Pradesh	7	162(1)	162(1)	1	1,750	1,800	4	1,723(1)	42,859(1)
Madras	9	3,030	3,630	5	15,591	19,024	17	18,568	3,26,271
Mysore	3	648	5,132	2	1,150	1,170	5	1,798	32,590
Orissa*	—	—	—	1	168	188	1	168	1,003
Punjab	1	108	150	—	—	—	1	108	95
Rajasthan	1	24	26	—	—	—	1	24	24
Uttar Pradesh	5	127	278(1)	1	1,005	1,009	6	1,037	26,131
West Bengal	21	9,154	15,120(3)	18	5,103	5,312	39	12,311	1,50,979
Delhi	3	1,084	1,153	2	208	217	5	1,268	6,607
Manipur	—	—	—	—	—	—	—	—	—
Tripura	—	—	—	—	—	—	—	—	—
Total July, 1959	93	28,512(2)	70,829(10)	46	30,214	34,051(2)	139	55,121(2)	6,85,279(2)
Total June, R. 1959	108	47,515(6)	1,34,644	53	34,708(1)	40,172(4)	161	70,553(7)	8,26,805(7)
Total July, 1958	123	1,02,726	1,97,325	47	12,171	13,730	170	1,01,757	4,68,474
(Monthly Average 1958)	124	70,272	1,33,290	3	1,108	3,543	127	—	6,49,799

N.B.—Information not received from the States of Jammu & Kashmir and Orissa (State sphere) and the Union Territories of Andaman & Nicobar Islands and Himachal Pradesh

The figures given in brackets show the number of cases for which the relevant information is not available.

\* Information relates to Central Sphere only

Source: Monthly Returns on Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No. of Disputes in Progress	Maximum No of Workers Involved	No. of workers Normally Employed in the Units Affected	Total Number of Man-days Lost During		
				July 1959	June 1959R	May 1959R
1	2	3	4	5	6	7
<i>0—Agriculture, Forestry, Fishing, etc.</i>	9	2,710	5,771	7,677	13,169	3,145
Tea Plantations . . .	6	2,336	(1) 5,581	4,501	(1) 9,061	1,249
Rubber Plantations . .	2	174	190	2,576	(1) 4,108	1,896
Other Plantations . . .	1	200	..	600	—	—
<i>1—Mining and Quarrying</i>	20	9,083	14,868	66,832	73,316	58,942
Coal Mining . . . . .	16	(1) 8,099	(5) 8,708	(1) 64,414	(1) 60,322	(1) 25,157
Iron Ore Mining . . . .	1	(1) 168	(5) 188	(1) 1,008	(1) 4,368	(1) 10,108
Gold . . . . .	1	500	4,984	500	710	102
Stone Quarrying, Clay and Sand Pits.	—	—	—	—	4,200	21,968
Mica . . . . .	1	250	922	250	2,000	700
Others (Non-metallic Mining and Quarrying not elsewhere classified).	1	66	66	600	1,716	909
<i>2 3—Manufacturing . . .</i>	77	39,746	76,237	5,54,080	6,90,944	7,06,269
20. Food (except Beverages)	1	70	(2) 87	210	(%) 940	(2) 1,284
Flour Mills . . . . .	—	—	—	—	(1) 940	—
Sugar Mills . . . . .	—	—	—	—	..	—
Edible Oils (Other than Hydrogenated Oils)	1	70	87	210	—	—
Others (Miscellaneous Food Preparations)	—	—	—	—	—	1,284
21. Beverages . . . . .	—	—	—	—	85	6,095
Distilleries and Breweries (including Power Alcohol Manufacturing).	—	—	—	—	—	6,000
Others . . . . .	—	—	—	—	85	95

TABLE 15—contd.

1	2	3	4	5	6	7
22. Tobacco . . .	5	1,236	1,236	10,810	1,038 (1)	24,780
Bidi Industry . . .	5	1,236	1,236	10,810	200	23,500
Cigarette . . .	—	—	—	—	53 (1)	—
Others . . .	—	—	—	—	785	1,280
23. Textiles . . .	25	28,809	51,933 (1)	3,69,871	4,80,490 (2)	3,62,459
Cotton Mills . . .	18	23,194	44,578 (1)	3,28,445	4,31,294 (1)	2,41,623
Jute Mills . . .	3	4,244	9,984	5,451	18,000	84,758
Silk Mills . . .	2	1,325	1,325	35,775	19,079 (1)	29,163
Woolen Mills . . .	—	—	—	—	226	1,582
Others (Spinning, Weaving and Finishing of Textiles). . .	2	46	46	200	9,300	1,933
Cord Factories . . .	—	—	—	—	2,600	2,600
Others (Manufacture of Textiles not elsewhere Classified)	—	—	—	—	—	1,800
25. Wood and Cork (except Furniture). . .	3	131	297	1,114	.	6,848
Saw Mills . . .	—	—	—	—	—	1,287
Plywood . . .	—	—	—	—	—	3,240
Others . . .	3	131	297	1,114	—	2,321
26. Furniture and Fixtures . . .	—	—	—	—	238	2,004
27. Paper and Paper Products. . .	—	—	—	—	26,164	51,753
Paper . . .	—	—	—	—	26,014	51,405
28. Printing, Publishing and Allied Industries. . .	3	849	849	22,221	21,446	21,290
29. Leather and Leather Products (except Footwear) . . .	2	1,458	1,458	8,690	—	—
30. Rubber and Rubber Products. . .	—	—	—	—	2,654	—
Tyres . . .	—	—	—	—	2,654	—

TABLE 15—contd.

1	2	3	4	5	6	7
31 Chemicals and Chemical Products.	5	553	3,288 (1)	1,918	7,464	19,099
Heavy Chemicals . . .	—	—	—	—	22	280
Fertilizers . . . . .	1	20	20	200	—	—
Others (Basic Industrial Chemicals)	1	56	83	55	—	10,508
Medicinal and Pharmaceutical Products	1	60	60	1,620	—	178
Soaps . . . . .	1	400	3,125	25	—	143
Paints, Varnishes and Lacquers, etc	1	17	..	17	—	28
Lac (including Shellac) .	—	—	—	—	6,500	6,500
Others (Miscellaneous) .	—	—	—	—	942	1,460
33 Non Metallic Mineral Products (except Products of Petroleum and Coal)	5	468	1,263	7,410	77,536 (1)	1 17 824 (1)
Structural Clay Products	1	90	90	360	27	1,566
Glass and Glass Products (except Optical Lenses).	2	138	243	1,650	2,746	3 032
Cement . . . . .	—	—	—	—	74 613	1,09,476
Mica Industries . . .	1	60	750	540	—	3,750
Others (Non-metallic Mineral Products not elsewhere classified).	1	180	180	4,860	150 (1)	..
34. Basic Metal Industries	9	1,577	2,036	25,312	8,846	21,833 (1)
Iron and Steel . . . .	3	903	1,077	14 405	2 206	12 873
Rolling into Basic Forms	—	—	—	—	80	—
Other Processes . . . .	6	674	959	10 937	6 560	8 560 (1)
35. Manufacture of Metal Products (except Machinery and Transport Equipment).	10	1,624	6 737	37,124	22,038	18,263
36. Machinery (except Electrical Machinery).	4	1,279	1,361	27,874	1,719	—

TABLE 15—concl'd.

1	2	3	4	5	6	7
37. Electrical Machinery, Apparatus, Appliances and Supplies	3	1,641	1,641	43,204	39,260	44,402
Electrical Machinery	1	601	601	16,227	10,397	15,900
Electric Fans, Radiators and Other Accessories.	—	—	—	—	1,007	2,203
Storage Batteries	—	—	—	—	1,472	—
Others	2	1,040	1,040	27,067	26,384	26,200
38. Transport Equipment.	2	51	51	222	1,017	2,021
Ship Building	1	32	32	32	—	—
Motor Vehicles	1	19	19	190	—	—
Bicycles	—	—	—	—	1,017	2,021
39. Miscellaneous	—	—	—	—	—	7,321
4—Construction	1	750	750	1,875	11,626	4,440
Construction, Repair and Demolition of Buildings	1	750	750	1,875	11,327	4,440
Others	—	—	—	—	200	—
5—Electricity, Gas, Water and Sanitary Services.	9	1,189	835	2,775	4,759	1,143
Sanitary Services	9	1,189	865	2,775	4,770	1,143
		(1)	(2)	(1)		
		(1)	(2)	(1)		
6—Commerce	7	1,903	2,222	31,676	9,817	35
Banks and Other Financial Institutions.	7	1,903	2,222	31,676	9,817	35
7—Transport and Communication (other than Work-shops).	6	1,110	1,212	1,712	685	3,976
Railways	3	450	500	3,330	244	1,900
			(2)			
8—Motor Transport	1	451	450	2,250	—	—
Docks and Ports	1	97	97	16	441	1,070
Others [Water Transport (Except Ocean Transport)]	1	113	165	57	—	—
8—Services	3	401	562	1,470	18,646	2,564
Government Services	1	28	98	28	17,106	132
Medical and Other Public Health Services.	1	276	288	92	—	50
Motion Picture Production, Distribution and Projection	1	100	176	1,350	1,300	1,317
Restaurants, Cafes, Hotels, etc.	—	—	—	—	—	31
Other Personal Services	—	—	—	—	240	1,031
9—Activities not adequately described.	7	1,861	2,393	10,182	3,843	7,079
Total	139	78,756	1,01,890	6,85,259	8,26,805	7,87,193
		(2)	(12)	(2)	(7)	(3)

N.B.—The figures given in brackets relate to the number of cases for which the relevant information is not available.

Source: Monthly Returns on Industrial Disputes.

TABLE 16—BY CAUSES AND RESULTS

(x) Number of Fresh Disputes  
 (y) Maximum Number of Workers Involved  
 (z) Number of Man-days Lost

(a) Number of Disputes Terminated  
 (b) Total of Average Number of Workers Involved  
 (c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in July 1959			Disputes Terminated in July 1959 by Result to Workers															
Causes			Successful			Partially Successful			Unsuccessful			Indefinite			Result not Known			
(c)	(y)	(x)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	
22	3,315 (1)	15,874 (1)	Wages and Allowances	6	432	1,652	2	774	1,809	4	716	1,900	4	641	3,007	6	677 (1)	4,310 (1)
2	760	802	Bonus	—	—	—	—	—	—	1	769	262	1	234	88	1	60	840
26	11,601	20,676	Personnel	3	1,037	17,351	6	1,642	10,325	8	4,314	63,433	11	3,429	46,341	2	484	471
2	63	95	Retrenchment	2	53	95	1	16	448	—	—	—	—	—	—	—	—	—
1	276	92	Leave and Hours of Work	—	—	—	—	—	—	—	—	—	1	276	92	—	—	—
38	12,037 (1)	51,741 (1)	Others	10	2,521	79,931	3	290	9,469	11	3,503	5,948	17	10,672	7,87,243	—	—	—
2	420	420	Not Known	—	—	—	—	—	—	—	—	—	2	420	420	—	—	—
93	28,542 (2)	89,700 (2)	Total	21	4,993	99,029	11	2,722	22,132	24	9,238	70,645	36	21,672	8,37,091	9	1,321 (1)	6,321 (1)

N. E.—The figures given in brackets relate to the number of cases for which the relevant information is not available.  
 Source: Monthly Returns on Industrial Disputes.



TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum No. of Workers Involved	Number of Fresh Disputes			
	July 1959	June 1959 (R)	May 1958	Average 1958
10 or more but less than 100 . . . . .	41	39	54	59
100 or more but less than 500 . . . . .	32	35	42	41
500 or more but less than 1,000 . . . . .	10	14	20	12
1,000 or more but less than 10,000 . . . . .	8	14	6	10
10,000 or more . . . . .	—	—	1	1
Not known . . . . .	2	6	—	1
Total . . . . .	93	108	123	124

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	July 1959	June 1959 (R)	July 1958	Average 1958
A day or less . . . . .	37	49	58	44
More than a day up to 5 days . . . . .	29	24	29	39
More than 5 days up to 10 days . . . . .	14	11	10	14
More than 10 days up to 20 days . . . . .	2	10	16	12
More than 20 days up to 30 days . . . . .	5	4	3	6
More than 30 days . . . . .	14	15	15	10
Not known . . . . .	—	2	—	—
Total . . . . .	101	115	140	124

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man-days Lost During a Dispute	Number of Terminated Disputes			
	July 1959	June 1959 (R)	July 1958	Average 1958
Less than 100 . . . . .	25	27	42	34
100 or more but less than 1,000 . . . . .	41	43	58	52
1,000 or more but less than 10,000 . . . . .	24	31	35	30
10,000 or more but less than 50,000 . . . . .	6	8	3	5
50,000 or more . . . . .	4	1	2	2
Not known . . . . .	1	5	—	1
Total . . . . .	101	115	140	124

Source : Monthly Returns on Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State	Industry	July 1959	June 1959	July 1958	Average 1958
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	7.0	9.3	6.9	7.0
Ahmedabad (a)	"	6.1	7.5	6.7	7.1
Sholapur (a)	"	10.9	13.8	11.9	13.6
Kanpur (b)	"	"	"	13.3	13.1
Kanpur (b)	Leather Industry	"	"	8.8	9.4
Kanpur (b)	Woollen Industry	"	"	6.8	8.5
Bombay (a)	Engineering	14.9	15.7	13.8	14.5
West Bengal (c)	"	13.3	16.9	12.3	12.2
Coal Fields (d)	Coal Mining— Under Ground	15.3	15.3	14.6	14.6
		(May 59)	(Apr. 59)	(May 58)	
	Open Workings	16.4	17.3	16.0	14.9
		(May 59)	(Apr. 59)	(May 58)	
	Surface	10.8	10.6	8.8	9.0
		(May 59)	(Apr. 59)	(May 58)	
	Over All	14.1	14.1	13.6	13.2
		(May 59)	(Apr. 59)	(May 58)	

Source (a) Government of Bombay, Deputy Commissioner of Labour (Administration).

(b) Employers' Association of Northern India, Kanpur.

(c) Government of West Bengal, Labour Commissioner.

(d) Chief Inspector of Mines, Dhanbad.

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING JUNE 1959, BY CAUSES

Industry	Sickness or Accident	Percentage of Absenteeism due to			
		Social or Religious causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk . . . . .	1.3	0.6	3.6	42.8	48.3
Cotton . . . . .	2.7	0.9	7.5	9.8	20.9
Engineering . . . . .	3.4	0.4	6.5	2.0	12.3
Manufacturing (Others)	1.4	0.1	2.0	9.1	12.6
Oil . . . . .	0.7	0.6	2.6	6.0	9.9
Coffee . . . . .	3.8	6.8	4.6	4.0	19.2
Gold Mining . . . . .	3.8	0.0	3.2	3.5	10.5
Sugar . . . . .	2.2	2.4	4.4	0.6	9.6
Tobacco . . . . .	9.2	—	9.3	0.5	19.0
Leather . . . . .	3.2	5.7	—	—	8.9
Cement . . . . .	2.3	1.4	8.4	4.0	16.1
Chemicals . . . . .	2.7	4.3	3.5	4.1	14.6
Miscellaneous . . . . .	1.1	—	4.7	10.6	16.4
Plantations . . . . .	3.7	—	12.0	7.1	22.8

Source—Commissioner of Labour, Mysore.

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING JULY 1959 BY CAUSES

Industry and Area	No. of Returns	Total No. of Man-shifts Scheduled to Work	Total No. of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
1	2	3	4	5	6	With Leave	Without Leave	8
<b>Cotton Mills—</b>								
Madras	1	3,79,655	30,925	6.0	0.3	0.7	1.1	8.1
Madurai	8	2,33,919	32,465	4.1	4.9	2.5	2.3	13.8
Coimbatore	13	4,84,231	51,869	3.2	0.6	4.6	2.3	10.7
Tirunelveli	5	1,64,809	18,205	4.0	1.2	5.1	0.7	11.0
Others	5	1,26,567	12,280	4.3	0.7	3.8	0.0	9.7
<b>Woollen Mills—</b>								
Dharawal	1	71,853	6,266	1.2	—	6.3	1.2	8.7
<b>Iron and Steel Factories—</b>								
West Bengal	3	3,52,588	40,030	2.8	—	6.3	2.2	11.3
Bihar	5	9,53,457	1,16,801	3.0	0.8	5.7	2.7	12.2
Madras	1	21,546	2,073	3.9	3.5	2.2	—	9.6
<b>Ordnance Factories—</b>								
West Bengal	3	2,97,152	29,687	4.0	0.8	4.2	1.0	10.0
Bombay	5	2,47,478	28,349	3.7	0.0	6.9	0.8	11.4
Madhya Pradesh	3	3,09,593	30,108	3.2	—	6.2	0.3	9.7
Uttar Pradesh	7	3,32,644	35,533	4.2	0.0	4.3	1.3	10.7
Madras	1	30,214	3,834	4.8	—	7.0	0.0	12.7
<b>Cement Factories—</b>								
Andhra	1	18,630	631	1.0	0.3	2.0	0.2	3.5
Madras	1	25,274	3,039	6.0	3.2	2.8	—	12.0
Madhya Pradesh	2	27,042	3,709	6.1	3.1	2.8	1.7	13.7
West Bengal	1	17,801	1,378	1.1	—	0.8	5.7	7.6
Bihar	2	47,439	5,372	4.9	—	3.7	2.7	11.3
<b>Match Factories—</b>								
Bombay	1	40,167	2,869	1.9	0.4	0.7	4.1	7.1
West Bengal	1	43,723	3,807	3.2	—	2.9	2.6	8.7
Uttar Pradesh	1	36,626	2,933	0.4	—	2.7	4.9	8.0
Assam	1	24,272	2,748	4.7	—	5.4	1.2	11.3
Madras	1	40,095	5,449	5.9	—	5.9	1.8	13.6
<b>Tramway Workshops—</b>								
Bombay	1	29,500	1,932	1.4	1.3	—	3.8	6.5
<b>Telegraph Workshops—</b>								
Bombay	1	33,870	4,567	1.6	4.2	5.1	2.6	13.5
West Bengal	1	55,389	6,775	3.8	—	8.4	0.0	12.2
Madhya Pradesh	1	36,963	4,423	0.5	—	11.4	—	11.9

Source: Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey Istanbul ..	Ceylon Colombo	Japan	Pakistan		Burma Rangoon
	General Index	Food Index								Karachi	Narayanganj	
1950	101	101	103	101	103	110	95	105	93	96	95	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169	122	110	128	106	80	76
1956	105	105	141	114	118	179	139	109	128	110	105	85
1957	111	112	147	118	122	183	155	112	132	120	110	93
1958	116	118	151	121	125	187	175	114	132	128	115	89
1958—												
July	119	122	150	122	125	187	172	112	131	129	116	87
Aug.	120	124	150	122	125		178	114	133	128	117	97
Sept.	121	125	150	122	126	189	184	114	132	129	119	94
Oct.	123	127	152	122	126		185	116	133	121	118	91
Nov.	122	126	152	122	126	190	193	115	132	116	113	86
Dec.	119	122	153	122	126		204	114	132	113	110	78
1959—												
Jan.	117	119	153	122	126	191	205	114	132	113	111	74
Feb.	118	120	153	122	126		212	111	131	114	111	73
March	117	118	153	122	126	191	213	114	132	116	113	75
April	117	119	152	122	125		215	115	132	116	112	74
May	119	122	151	122	126	191		115	131	117	113	75
June	122	126	151	122	125			116	132	118	115	75
July	123 <sup>r</sup>	128 <sup>r</sup>	151	123	126			115		..		

\* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all India index on base 1944=100 during the month of July 1959 was 163.74.

\*\* The Turkey Govt. discontinued the series for Istanbul on base 1938=100 and have started a fresh series on base 1948=100. The figures given above have been derived on the basis of the latter series.

Source. (i) I.L.O. except for all India Index. (ii) Labour Bureau for all-India Index.

TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)

(Base shifted to 1949=100)

State and Centres	Original Base	Index Number									
		Conversion factor*	General				Conversion factor*	Food Group			
			July 1959	June 1959	July 1958	Average 1958		July 1959	June 1959	July 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<i>Bombay—</i>											
Bombay	July 1913 to June 1934	3 67	136	135	133	129	3 64	142	140	138	137
Ahmedabad	August 1936 to July 1937	2 48	127	125	115	110	2 55	138	134	121	114
Surat	Feb. 1927 to Jan. 1929	2 99	115	113	106	105	2 92	130	131	120	118
Jalgaon	August 1939	4 25	118	116	109	107	4 62	126	122	113	109
Nagpur	August 1979	3 77	133	132	118	119	3 81	136	135	120	121
<i>Andhra Pradesh—</i>											
Hyderabad City	August 1947 to July 1944	1 54	133	128	127	127	1 51	152	145	144	137
<i>Madras—</i>											
Madras City	July 1935 to June 1936	3 23	134	134	125	121	3 63	137	135	125	124
<i>Mysore—</i>											
Bangalore	July 1935 to June 1936	3 61	141	140	139	131	3 42	144	142	129	130
Mysore	Do.	3 03	141	137	126	124	3 42	148	144	129	127
Kolar Gold Fields.	Do.	3 16	141	140	129	139	3 34	144	142	132	133
<i>Kerala—</i>											
Ernakulam	August 1939	3 68	124	124	114	114	4 53	130	130	117	118
Trichur	August 1939	3 58	134	134	118	119	4 35	141	141	119	120
<i>Uttar Pradesh—</i>											
Kanpur	August 1979	4 78	97	97	101	98	5 38	93	93	99	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.

Source : State Governments.

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TABLE 25--RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period=100	General Index				Food Index			
		July 1959 3	June 1959 4	July 1958 5	Average 1958 6	July 1959 7	June 1959 8	July 1958 9	Average 1958 10
1. Assam-- Tea workers in Assam Valley-- 1. Staff and Artisan 2. Labourers	April 1951 to March 1952.		112 112	114 112	117 109	.. ..	111 104	113 109	107 101
Tea workers in Cachar Distt-- 1. Staff and Artisan 2. Labourers	April 1951 to March 1952.		122 113	120 108	115 103	..	131 114	126 108	119 101
Rice and Flour Mill workers in Urban Areas-- 1. Managerial and Mechanic class 2. Labourers	1950		98 98	99 101	100 100	.. ..	92 94	97 99	99 98
Rice and Flour Mill workers in Rural Areas-- 1. Managerial and Mechanic class 2. Labourers	1950		98 98	100 101	99 100	.. ..	93 92	94 99	93 96
3. Rural Population in Assam Plain Districts. 1944		..	158	161	157	..	..	..	..
2. Madhya Pradesh-- 1. Gwalior 2. Indore	1951 1951	116P 110P	117P 107P	110 104	104 101	121P 115P	118P 111P	115 107	108 101
3. Punjab-- 1. Patiala 2. Sarapur	1952-53 1955-56	.. ..	124 118	116 117	113 115	.. ..	117 129	111 128	103 122
4. West Bengal-- (i) Asansol and Raniganj Area (ii) Bankura and Midnapore Area (iii) Burdham Area (iv) Malda-West Dinajpur Area (v) Nadia Murshidabad (vi) Calcutta	1951 1951 1951 1951 1951 1914	115 114 123 92 96 153	110 107 117 88 93 147	111 114 124 93 98 150	107 110 119 90 94 147	120 120 137 96 95 161	112 120 127 91 91 131	114 122 135 98 99 158	109 116 128 93 93 152

Source: State Governments.

**LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
DURING JULY, 1959**

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases respectively) measure from the level of 1949 to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July 1955 and January 1956, issues of the "Indian Labour Gazette". The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Plantation Centres recorded the maximum rise of 4 points. The index number for Kharagpur advanced by 3 points. The index numbers for 15 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for July 1959 are given below, only those for Delhi relate to August, 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

*Delhi*

The index number appreciated by 1 point after having remained almost stationary during the preceding month and stood at 118 during August 1959. The fuel and lighting group index number appreciated by 4 points mainly due to a rise in the price of firewood (5). The clothing group index number advanced by 3 points due to higher quotations for dhoti (3), long cloth (6), khadi (6) and shirting (7). The food and the miscellaneous group index numbers remained stationary.

*Ajmer*

The index number further advanced by 1 point continuing the upward tendency noticed since May, 1959 and stood at 105. The food and the fuel and lighting group index numbers appreciated by 1 point each mainly due to higher quotations for mutton (14) in the case of former and of firewood (2) and kerosene oil (4) in the case of latter. The clothing and the miscellaneous group index numbers remained stationary.

*Jamshedpur*

The index number declined by 1 point reversing the upward trend noticed since, May 1959 and stood at 129. The food group index number receded by 2 points mainly due to lower quotations for rice (—7) and onions (—5). The miscellaneous group index number receded by 1 point on account of a fall in the prices of pan (—11) and hair oil (—3). The clothing and the fuel and lighting group index numbers remained stationary.

*Dehri-on-Sone*

The index number appreciated by 1 point after having remained almost stationary during the preceding month and stood at 100. The food group index number advanced by 1 point on account of a rise in the prices of wheat (2), potatoes (22), onions (17) and chillies (8). Other group index numbers remained stationary.

*Monghyr*

The index number showed only a fractional fall and remained stationary at 101, when rounded up to the nearest integer. The miscellaneous group index number declined by 2 points due to a fall in the prices of hair oil (—2), tobacco (—6) and pan-supari (—17). Other group index numbers remained stationary.

*Cuttack*

The index number declined by 1 point reversing the upward trend noticed since March, 1959 and stood at 122. The clothing group index number advanced by 1 point mainly due to higher quotations for long cloth (3) and shirting (5). The miscellaneous group index number receded by 6 points on account of a fall in the prices of pan (—19) and supari (—9). The food and the fuel and lighting group index numbers remained stationary.

*Berhampur*

The index number further advanced by 1 point continuing the upward tendency noticed last month and stood at 116. The food group index number appreciated by 1 point due to a rise in the prices of brinjal (29) and tea (4). The fuel and lighting group index number moved up by 5 points mainly due to higher quotation for firewood (5). The miscellaneous group index number appreciated by 1 point on account of a rise in the prices of pan (11) and tobacco (2). The clothing group index number remained stationary.

*Tinsukia*

The index number declined by 1 point after having remained stationary during the preceding two months and stood at 115. The food group index number recorded a fall of 2 points due to lower quotations for rice (—6). Other group index numbers remained stationary.



### *Ludhiana*

The index number further advanced by 1 point continuing the upward trend noticed last month and stood at 101. The food group index number moved up by 1 point due to a rise in the prices of mutton (10), potatoes (17) and onions (10). The fuel and lighting group index number also advanced by 1 point on account of higher quotations for mustard oil (2). The miscellaneous group index number appreciated by 2 points mainly due to higher quotations for cigarettes (10) and tobacco (4). The clothing group index number remained stationary.

### *Akola*

The index number further advanced by 2 points continuing the upward tendency noticed since May 1959 and stood at 108. The food group index number appreciated by 3 points mainly due to higher quotations for rice (14), wheat (11), juar (1), milk (3) and tea (7). The fuel and lighting group index number receded by 6 points due to a fall in the price of firewood (-7). The clothing group index number moved up by 1 point on account of a rise in the price of twill (5). The miscellaneous group index number advanced by 2 points mainly due to higher quotations for supari (3) and an increase in amusement charges (18).

### *Jabalpur*

The index number further advanced by 2 points continuing the upward trend noticed last month and stood at 110. The food group index number moved up by 4 points mainly due to higher quotations for rice (3), wheat (2), milk (5), ghee (7), til oil (5), potatoes (23) and onions (13). The clothing group index number appreciated by 1 point due to an increase in the price of shoes (9). The miscellaneous group index number moved up by 2 points mainly due to a rise in the prices of tobacco (23) and pan (9). The fuel and lighting group index number remained stationary.

### *Kharagpur*

The index number further advanced by 3 points continuing the upward trend noticed last month and stood at 111. The food group index number appreciated by 5 points mainly due to higher quotations for rice (11), fish (13), ghee (5), chillies (10), dhania (25) and sugar (7). The miscellaneous group index number moved up by 1 point due to an increase in the price of soap washing (4). The fuel and lighting and the clothing group index numbers remained stationary.

### *Mercara (Base: 1953=100)*

The index number registered only a fractional rise and remained stationary at 125 when rounded up to the nearest integer. The food group index number appreciated by 1 point mainly due to an increase

in the prices of ragi (14) The fuel and lighting and the miscellaneous group index numbers advanced by 1 point each mainly due to higher quotations for castor oil (15) and an increase in shave and haircut charges (4) respectively The clothing group index number remained stationary

*Plantation Centres (Base Jan to June 1949=100)*

The index number further advanced by 4 points continuing the upward trend noticed since April 1959 and stood at 128. The food group index number appreciated by 4 points The other group index numbers remained stationary

*Bhopal (Base 1951=100)*

The index number appreciated by 1 point after having remained almost stationary during the preceding two months and stood at 114 The food group index number advanced by 1 point due to an increase in the prices of til oil (4), chillies (12), sugar (10) and potatoes (6) The other group index numbers remained stationary.

*Beawar (Base. August 1951 to July 1952=100)*

The index number showed only a fractional rise and remained stationary at 104, when rounded up to the nearest integer. The clothing group index number appreciated by 1 point due to higher quotations of khadi (4) and ghagra cloth (4) The miscellaneous group index number declined by 2 points mainly due to a fall in the price of bidi (—11) The food and the fuel and lighting group index numbers remained stationary

*Satna (Base 1953=100)*

The index number further appreciated by 1 point continuing the upward tendency noticed last month and stood at 102 The food group index number appreciated by 1 point mainly due to higher quotations for rice (2), wheat (2), berri (2) and potatoes (39) The fuel and lighting group index number advanced by 12 points on account of a rise in the prices of firewood (20) kerosene oil (4) and cow dung cakes (3) The clothing and the miscellaneous group index numbers remained stationary

**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE AUGUST, 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944 the consumer price index numbers on the original base 1944=100 for July, 1959 and August, 1959 were 154.82 and 156.35 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August, 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with index number for 1944 in the original Labour Bureau Series, the Consumer Prices Index Number for the month of August, 1959 on pre-war August, 1939 base may be estimated to be 407.76.

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TABLE 26—LABOUR BUREAU CONSUMER PRICE

(Base shifted to 1949=100 except

Centres	General					Food group				
	Conversion factor†	July 1959	June 1959	July 1958	Average 1958	Conversion factor†	July 1959	June 1959	July 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi	1 32	117†	117	116	113	1 26	122	121	122	117
Ajmer	1 61	104	104	105	103	1 59	109	108	107	104
Jamshedpur	1 38	129	130	122	123	1 39	135	137	125	125
Jharia	1 59	106†	107	109	108	1 59	109	109	113	112
Dehra-on-Sone	1 70	109	99	108	101	1 80	95	94	108	103
Bombay	1 71	101	101	105	102	1 89	98	98	103	101
Cuttack	1 47	122	123	121	116	1 63	124	124	121	115
Bombay	1 54	116	11	117	115	1 66	120	119	122	120
Gauhati	1 28	97†	99	103	103	1 29	99†	102	109	109
Silchar	1 38	114†	116	110	107	1 41	117†	118	111	107
Tinsukia	1 19	115	116	118	118	1 13	112	114	118	118
Ludhiana	1 64	101	100	98	96	1 77	100	99	97	93
Akola	1 68	108	106	103	101	1 93	100	97	95	92
Jabalpur	1 51	110	108	114	109	1 52	105	101	109	105
Kharagpur	1 37	111	108	118	113	1 42	111	106	121	113
*Merrara	—	125	125	125	121	—	132	131	134	127
*Plantation Centers	—	128	124	112	113	—	136	126	117	112
*Bhopal	—	114	113	116	111	—	107	106	109	103
*Bewar	—	104	104	109	100	—	98	98	89	89
*Satna	—	102	101	107	104	—	97	96	105	102

Source: Labour Bureau.

† August 1959 index figure 118.

‡ To obtain the index on original

the original base for centres marked with an asterisk

Vaydhar and Valpara: January to June 1949=100

INDEX NUMBERS FOR WORKING CLASS  
for centres marked with an asterisk).

Numbers

Fuel and lighting group					Clothing, Bedding and Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base 1944=100) for July 1959
Conversion factor†	July 1959	June 1959	July 1958	Average 1958	Conversion factor†	July 1959	June 1959	July 1958	Average 1958	Conversion factor†	July 1959	June 1959	July 1958	Average 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
1.81 1.65	81 07	81 00	72 91	74 93	1.25 1.83	152 93	153 93	145 96	145 07	1.48 1.64	112 108	112 106	113 113	111 113	174.82 169.37
1.60 1.28	104 96	104 94	104 83	104 83	1.18 1.08	171 101	131 97	132 96	132 99	1.49 1.83	118 93	119 100	119 92	117 93	173.07 168.27
1.47 1.31	101 75	101 75	97 86	98 83	1.31 1.29	123 127	123 127	113 117	113 119	1.83 1.31	105 110	105 112	99 108	100 105	169.69 172.28
1.40 1.83	103 103	103 97	100 89	100 91	1.30 1.28	110 101	115 101	111 106	112 107	1.43 1.40	132 112	138 111	140 112	135 112	179.43 174.74
0.67 1.80	139 105	139 126	141 105	141 103	2.18 1.35	64 122	64 122	66 122	65 123	1.40 1.17	92 90	91 93	89 96	89 100	124.24 176.85
0.88 1.57	112 71	112 74	99 76	98 74	1.33 1.02	133 154	133 154	131 155	133 156	1.11 1.70	119 95	119 93	115 91	114 93	126.30 165.33
1.96 1.43	110 108	116 108	107 104	103 105	1.05 1.23	145 115	144 114	143 110	143 110	1.32 1.76	118 125	116 121	117 133	114 124	180.66 166.69
1.14 —	133 108	133 107	128 107	128 109	1.25 —	99 110	99 110	103 107	103 106	1.42 —	116 107	115 106	112 103	112 103	152.35 ..
— —	— 121	— 121	— 121	— 121	— —	139 113	139 113	136 113	136 114	— —	110 142	110 142	105 142	106 136	..
— —	158 109	158 97	168 107	164 98	— —	105 111	104 111	118 108	118 109	— —	111 129	113 129	102 125	103 119	..

†August 1959 Index figure 156.25.

base the figures given above should be multiplied by the conversion factor.

† as follows—Mercara: 1953=100, Plantation Centres (Comprising Gudalur, Kullakamby, Phippal 1951=100, Beawar August 1951 to July 1952=100 and Satna: 1953=100.

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES

(Base shifted to 1949=100)

Name of Centre	July 1959	June 1959	July 1958	Average 1958
MIDDLE CLASS				
1. Calcutta . . . . .	—	—	110	108r
2. Asansol . . . . .	—	—	116	112r
LOW PAID EMPLOYEES				
1. Visakhapatnam . . . . .	123	123	116	120
2. Eluru . . . . .	134	134	122	120
3. Cuddalore . . . . .	118	117	113	112
4. Tiruchurappalli . . . . .	115	114	103	104
5. Madurai . . . . .	117	116	105	105
6. Coimbatore . . . . .	124	121	114	114
7. Kozhikode . . . . .	124	123	106	106
8. Bellary . . . . .	121	119	113	112
RURAL POPULATION				
1. Adviyaram . . . . .	123	121	113	115
2. Thettangal . . . . .	138	127	124	123
3. Alamuru . . . . .	127	127	120	114
4. Madhavaram . . . . .	115	115	113	118
5. Poliyur . . . . .	121	120	110	113
6. Agaram . . . . .	126	126	117	118
7. Thulayanatham . . . . .	104	104	104	103
8. Erodu . . . . .	146	143	119	121
9. Gokilapuram . . . . .	108	108	101	103
10. Kinathukudavu . . . . .	113	111	110	110
11. Guduvancheri . . . . .	107	104	97	98
12. Kunnathur . . . . .	109	103	107	106
13. Koduvalli . . . . .	105	104	96	97

Source : State Governments.

## Retail and Wholesale Prices

## PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JULY 1959

(BASE 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of July, 1959, are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of July, 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
<i>Urban Centres</i>	
<i>Bombay—</i>	
Surat . . .	Wheat (—10), Rice (—15), Jowar (18), Moong Dal (12)
Dohad . . .	Wheat (—10), Moong Dal (12), Onions (—10)
<i>Bihar—</i>	
Patna .	Gur (13), Potatoes (11)
<i>Punjab—</i>	
Amritsar . . .	Sugar (—21), Potatoes (14)
<i>Uttar Pradesh—</i>	
Lucknow . . .	Gur (11), Onions (16), Pan (—20)
Agra . . .	Potatoes (18), Soap washing (13), Pan (—62).
Bareilly . . .	Gur (10), Pan (—11)
Bijnor . . .	Potatoes (20)
Meerut . . .	Sugar (16), Edible Oil (—22), Onions (15), Potatoes (22).

(1)	(2)
<i>West Bengal—</i>	
Howrah . . .	Pan (—31).
Budge-Budge . . .	Potatoes (10).
Kankinara . . .	Sugar (19), Onions (—12), Tobacco (18).
Raniganj . . .	Rice (23), Arhar Dal (—10), Salt (—17), Fish (17).
Calcutta . . .	Rice (32), Potatoes (10).
Gauripore . . .	Potatoes (15), Pan (—21)
Serampore . . .	Rice (57), Gram (10)
Kancharapara . . .	Rice (11), Fish (17).
	<i>Rural Centre</i>
<i>Assam—</i>	
Maibang . . .	Sugar (12).
<i>Bihar—</i>	
Teghra* . . .	Gram (—12), Moong Dal (—10), Mash Dal (—15), Gram Dal (—15), Arhar Dal (—12), Fish (10), Onions (10), Potatoes (25).
<i>Madhya Pradesh—</i>	
Multari . . .	Rice (—11), Arhar Dal (13)
Salamatpur . . .	Edible Oil (10), Salt (20), Milk (25), Match Box (13).
<i>Mysore—</i>	
Malur . . .	Onions (13), Potatoes (23)
<i>Rajasthan—</i>	
Nana . . .	Moong Dal (19), Sugar (19), Ghee Pure (—13), Chillies (27), Tobacco (—10)
<i>Uttar Pradesh—</i>	
Shankargarh . . .	Mash Dal (—16), Arhar Dal (13), Turmeric (10)



TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF JULY 1959

(Base: 1949=100)

Items	Surat (Bombay)	Dohad (Bombay)	Patna (Bihar)	Hubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Aggra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Morad (Uttar Pradesh)	Howrah (West Bengal)	Budge-Budge (West Bengal)	Kankarna (West Bengal)	Raniganj (West Bengal)	Calcutta (West Bengal)	Gaunpore (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<i>Cereals—</i>																
Wheat .	168	137	95	—	88	88	82	85	78	86	94	94*	87*	57	87	87*
Rice .	133a	112	102	113b	—	83	84	75	85	80	170	175c	166	170	166	107*
Gram .	—	—	102	—	148	109	103	103	114	92	128	97	71*	77r	104	100
Jowar .	152	—	—	131	—	—	—	—	78	89	—	—	—	—	—	—
Barley .	—	—	115	—	—	94	92	94	88	85	—	—	—	—	—	—
Maize .	—	167	122	—	—	—	—	—	—	—	—	—	—	—	—	—
Chattoo .	—	—	111	—	—	—	—	—	—	—	101	84	122	83	111	110
<i>Pulses—</i>																
Moong Dal	106	144	—	140	115	95	118	113	112	109	116	114	124	114	108	123
Mash Dal	101	—	—	—	95	117	123	114	112	113	—	—	—	—	—	—
Oram Dal	90	76	—	102	—	—	—	—	—	—	123	01	111	81	108	100
Arhar Dal	110	—	124	131	121	121	143	129	116	120	129	119	105	108	110	134
<i>Other Food Articles—</i>																
Sugar .	120	141	123	109	118*	136	140	137	130	143	127	123	138	113	121	110
Our .	101	113	106	—	151	113	129	125	83	130	107	114	109	110	05	84
Ghee .	—	—	120	—	142	98	93	93	103	99	103	—	82	80	87	80
Vanaspati	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Ghee Pure	117	107	102	—	—	96	101	99	99	103	101	103	103	99	113	88
Edible Oil	103	104	132	01	100	89	90	100	95	95	80	90	85	80	87	80
Tea .	126	123	123	123	117	123	123	124	123	117	128	130	100	123	134	124
Salt .	46	50	75	117	50	60	60	69	64	75	109	100	100	75	91	02
Chillies	110	127	88	149	97	—	—	—	85	111	113	100	97	111	96	74
Turmeric	—	63	—	—	51	—	—	—	79	73	75	70	67	70	71	64
Meat .	118	137	100	117	114	110	100	110	91	112	90	87	92	84	94	05
Fish .	—	—	112	—	—	—	—	—	—	—	127	110	128*	101	110	107
Onions	69	100	60	120	41	56	34	40	49	44	60	59	72	58	83	61
Potatoes	102	—	137	108	72	97	90	78	110	100	114	104	119	104	114	123
Milk .	103	143	98	92	71	93	103	119	100	110	109	99	96	09	08	113
<i>Fuel and Lighting—</i>																
Firewood	131	109	73	100	78	75	78	87	84	97	80	95	92	—	71	97
Match Box	120	86	86	120	120	140	150	120	140	140	120	120	100	100	120	120
Kerosene	119	95	111	117	103	120	96	104	100	93	100	100	100	453	100	118
<i>Miscellaneous—</i>																
Bidis .	100	81	123	100	100	133	133	92	100	133	107	107	107	94	100	100
Tobacco	129	—	100	91	128	101	135	94	74	94	128	101	141	84	107	72
Soap Wash- ing.	112	100	76	107	117	147	108	74	67	107	101	88	78	94	99	66
Hair Oil .	113	105	128	105	—	—	—	—	—	123	145	123	150	112	127	145
Pan .	86	—	144	123	—	52	90	49	37	61	86	124	129	61	108	65
Supari .	158	192	178	130	—	208	236	229	173	214	242	247	217	233	224	250

Source: Labour Bureau.

\*The price relatives have been worked out on the basis of prices quoted from the fair price shops.

a The price relative has been worked out by taking fair and open market prices in the ratio of 3 1.

a The price relative has been compiled by taking average at the open market and fair prices.

TABLE 28—contd.

Items	Berampore (West Bengal)	Kanchiapara (West Bengal)	Krishna (Andhra Pradesh)	Maibang (Assam)	Theagra (Bihar)	Lakh (Bombay)	Mulga (Madhya Pradesh)	Salantpur (Madhya Pradesh)	Kudchi (Mysore)	Malur (Mysore)	Barra (Orissa)	Mungruda (Orissa)	Nana (Rajasthan)	Shankargarh (Uttar Pradesh)
18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
<i>Cereals—</i>														
Wheat	89	87*	—	—	114	—	—	81	—	—	—	—	65	84
Rice	106	170	134	132	175	—	133	95	124	172	144	89	—	106
Gram	116	98	—	—	109	—	—	—	—	75	—	—	—	116
Jowar	—	—	133	—	103	169	69	—	122	—	—	—	—	114
Barley	—	—	—	—	123	—	—	—	—	—	—	—	63	97
Maize	—	—	—	—	113	—	—	—	—	—	—	—	59	—
Chattoo	94	114	—	—	134	—	—	—	—	—	—	—	—	—
<i>Pulses—</i>														
Moong Dal	113	130	—	—	97	—	—	208	—	84	—	128	97	—
Mash Dal	—	—	—	—	145	—	98	—	—	—	—	—	—	107
Gram Dal	93	109	105	—	133	93	—	—	90	—	—	—	74	—
Arhar Dal	127	125	122	84	112	130	145	204	150	92	109	132	—	137
<i>Other Food Articles—</i>														
Sugar	121	121	119	115	138	—	—	113	107	117	121	178	140	125
Gur	110	121	94	119	148	137	92	138	138	107	107	—	127	91
Ghee Vanaspati	—	97	—	—	116	—	—	—	—	—	—	—	—	—
Ghee Pure	88	105	148	—	108	—	126	135	—	—	—	101	123	—
Edible Oil	86	71	98	105	100	108	96	95	105	344	93	99	93	92
Tea	123	130	110	133	106	119	128	148	132	132	—	146	100	—
Salt	100	92	75	86	92	71	80	124	67	90	75	60	120	82
Chillies	106	103	151	94	101	139	91	114	208	164	151	141	132	108
Turmeric	75	94	86	88	54	54	77	69	68	143	53	141	86	66
Meat	109	102	160	—	101	—	151	—	—	—	—	—	122	—
Fish	109	117	—	123	144	—	—	—	—	—	—	—	—	—
Onions	60	61	83	93	148	—	—	400	139	113	70	158	—	51
Potatoes	120	110	—	117	118	—	—	—	—	115	—	—	—	—
Milk	106	250	139	—	100	48	109	180	135	100	167	102	100	93
<i>Fuel and Lighting—</i>														
Firewood	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box	120	120	80	100	80	100	140	113	125	120	120	120	100	100
Kerosene Oil	100	100	—	119	112	92	100	112	—	89	124	75	—	111
<i>Miscellaneous—</i>														
Bidi	129	123	136	89	100	106	—	107	119	100	100	106	119	100
Tobacco	118	99	—	70	75	—	182	—	—	131	75	—	141	90
Soap Washing	98	103	107	69	124	156	218	314	108	417	158	75	100	88
Hair Oil	117	144	93	—	148	127	—	—	122	72	118	126	—	—
Pan	138	138	—	42	200	—	—	—	—	—	—	—	—	—
Supari	222	264	—	181	187	—	262	226	—	181	230	—	—	189

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base: 1952-53=100)

—	Cereals	Pulses	All Food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year ended Aug.'33=100)†
1	2	3	4	5	6	7	8
1953* Average . .	100	96	109	110	100	105.6	401.0
1954 Average . .	84	66	98	104	100	90.6	370.1
1955 Average . .	73	56	85	97	99	91.6	348.9
1956 Average . .	92	78	99	113	103	102.6	390.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	115	108	111.0	422.5
1959—							
July . . . .	110	100	118	118	108	114.7	436.5
August . . . .	114	102	120	119	109	116.0	441.5
September . . . .	115	105	121	119	109	116.5	443.4
October . . . .	114	109	121	117	109	116.2	442.3
November . . . .	111	112	118	113	109	114.0	433.9
December . . . .	105	111	113	113	108	111.4	424.0
1959—							
January . . . .	105	117	114	114	108	112.3	427.4
February . . . .	105	121	116	116	108	113.2	430.8
March . . . .	102	113	114	116	108	112.3	427.4
April . . . .	99	96	113	116	108	111.9	425.9
May . . . .	99	95	116	120	108	114.0	433.9
June . . . .	102	96	119	120	109	115.6	440.0
July . . . .	107	98	121	120	109	116.8	444.5

\*Average of 9 months ending December.

†Figures have been obtained on the basis 100 of the new series = 380.6 (being the average for 1952-53 of the old series)

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industries, Govt. of India.

*Publications Issued by the Deputy Commissioner of Labour,  
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# Indian Labour Gazette

Vol. XVII

October, 1959

No. 4

## RESULTS OF WAGE INCREASES

Immediately after Independence, energies of the National and State Governments were directed towards securing reasonable wages to workers. Numerous disputes were referred to Adjudicators, Industrial Tribunals, etc., which proceeding mostly on the basis of social justice granted substantial wage increases to workers in almost all important industries. Added to these were also voluntary increases granted by certain employers. All these measures constituted a part of the process set in motion towards raising the level of wages and with it the standard of living of the working population.

In view of the fact that in recent years, there were a number of wage increases the Government of India considered it to be the appropriate time to verify the common belief that wage increases benefit not only workers but also the employers as well as the nation, and to ascertain their impact in various directions. Consequently, the Labour Bureau was asked by the Ministry of Labour and Employment to undertake a study by spot examination of data and also by interview of management and workers concerned and to produce a factual report on the results of its studies.

The research studies were conducted in six selected units in Bombay, which included three engineering concerns, a textile mill, a chemical concern and a rubber factory. The survey posed many pertinent questions like: Has the increased pay packet of an industrial worker any vital bearing on the creation of a stable and contented labour force, increasing productivity and developing harmonious employer-employee relationship? Does the wage increase produce any effect on the employment mobility, on absenteeism and labour turnover rates, and the day-to-day relationship of the workers with their employers and the trade unions? What the real impact of the wage-lift is and how far it is responsible in changing the spending habits of the workers? The Labour Bureau made an attempt to find realistic answers to these in the context of a developing economy.

A proforma was devised for the collection of the relevant information. It was divided into two parts, viz., the Factory Schedule and the Household Schedule. Information relating to items in the Factory Schedule was required to be collected from each unit. The second part, i.e., the Household Survey was designed to obtain information relating to broad changes in the expenditure pattern of workers as a consequence of wage increases.

As far as possible, the data were collected for the year 1947 and onwards. The enquiry was initiated in February 1956, and ended in October 1956. The conclusions arrived at by the enquiry in no way

reflect the overall and general trend for the country or for the industries covered as a whole since the locale and scope of the enquiry were of a restricted nature, and consequently, they have their own limitations. The main findings of the enquiry are briefly given below —

- (1) *Effect on Employment*—From the data collected on the subject, it was surmised that wage increases did not lead to any shrinkage in employment. However, on enquiry, it was revealed both by the representatives of the workers and employers that with the increase in wages there was a growing tendency to employ as many workers as possible on a casual basis. This was more so, since the employers found that the casual labour is cheaper to employ as these workers are not eligible to many statutory privileges which the regular workers enjoy. Moreover, casual labour is more amenable to adjustments and can be reduced or increased depending upon the availability of work. Such adjustments are difficult with other categories of workers in view of the various statutory provisions.
- (ii) *Effects on Absenteeism and Labour Turnover*—In those units where wage increases were substantial and affected significant number of workers, the absenteeism rate showed a decline. However, the same cannot be said about turnover. From the statistics collected it was found that the extent of labour turnover was practically negligible in all the six units. In one of the units, the turnover was mostly among temporary workmen which was due to receipt of consignment and placement of orders. In other words, the determining factor for the labour turnover was availability of work. Among the permanent workers, the separations were very few and were generally due to unavoidable causes like death, discharge for overstay of leave, etc. The accessions in the permanent category of workers relate to those temporary workers who were confirmed after putting in 12 months' satisfactory service. In another unit, the turnover was slightly higher one month before and four months after the wage increase. In yet another unit, the percentage of labour turnover was conspicuously high. This was explained by the fact that the working conditions in this concern were not stable. The workers resigned as soon as they could find better jobs elsewhere and retrenchment was often resorted to due to lack of work. The managements also preferred to employ larger proportion of temporary or casual workers for the same reason.

The representatives of the management and labour held that absenteeism was influenced more by ancillary causes like the State Insurance Scheme, holidays with pay and subsidiary occupations etc., rather than wage lifts. But no sooner the workers realised the futility of remaining absent without being adequately compensated, than they became wiser and returned to normal habits. The opinions on the exclusive effect of wage increases on absenteeism were, however, divided. Some felt that the workers have their

own ideas about the norms of monthly income beyond which they would not like to work. The majority, however, felt that absenteeism is not affected by the wage increase; but if it is a substantial increase it tends to increase absenteeism. However, the statistics collected did not justify this view.

- (iii) *Effect on Earnings*—The individual wages of workers increased by one and a half annas to eight annas generally. Some of the increases took place as early as 1947. It was difficult, however, to separate out the effects of wage lift entirely from other factors which might have operated, e.g., hours of work, work-load, changes in the method of production, etc. There is, however, no doubt that the increased income was additional in the hands of workers and they could spend it in any manner to meet their most pressing needs. The following table shows the average daily earnings per worker based on the total of six-monthly wage bill before and after the month when wage increase was granted for four of the units. Similar information for the remaining two units was not available.

Unit	Month in which increase was granted	Average Daily Earnings		Actual increase
		Before	After	
(i)	(ii)	(iii)	(iv)	(v)
		Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.
Unit A	September 1954	5 1 2	5 2 8	0 1 6
Unit B	April 1951	3 11 4	4 3 5*	0 8 1
Unit C	September 1953	4 8 9	4 12 3	0 3 6
Unit D	June 1947 (Day Shift)	2 10 0	3 4 2	0 10 2
	(Night Shift)	2 10 2	3 2 3	0 8 1

\*5 months' average

- (iv) *Effects on Industrial Relations*—Generally speaking, the industrial relations improved immediately after the wage increase, but the precise effect depended on the manner and circumstances in which the increase was granted. If the increase was given voluntarily or by private negotiations, the relations improved unequivocally, but if it was given as a result of an award, the relations did not improve so well and a trail of bitterness was left behind. The quantum of increase is another important factor which affects the industrial relations materially. A substantial wage increase is bound to have an embalming effect on the strained nerves whereas an insignificant increase may not produce any effect at all. The view that industrial relations do not improve as

a result of wage increase as the two are not directly connected was also expressed by some of the representatives concerned. Very much depends upon the state of workers' organisations and how far they are informed and educated about the affairs concerning them. A few representatives of managements and workers observed that a very important factor governing industrial relations is the state of workers' knowledge of the affairs of the units. If they are well informed of the problems of the management, they adopt more reasonable attitude and are less prone to instigations even though the wages may be low and working conditions may not be conforming to their expectations. The trade unions could also play a significant role in this direction, in moulding the out-look and attitude of the workers.

Conditioned by several factors, as they are, the industrial relations seem to be positively affected by wage increases. Given in normal circumstances, any increase in emoluments does soothe the minds of the employees and make them more responsive to approaches and suggestions of managements. This is quite natural as when the nerves are frayed even minor and insignificant items cannot be viewed in their proper perspective. The working of the Works Committees in some of the units covered illustrated this point as their functioning improved considerably after the wage increases and workers' representatives became more cooperative and evinced greater interest and understanding.

- (v) *Effects on Production*—In one unit which was maintaining proper records of workers' efficiency, it was found that the efficiency was higher immediately after the wage increases. In another unit, it was found that the percentage of labour cost to the value of production decreased following the wage increase. This may be interpreted to indicate that in spite of increase in the wage bill due to wage lifts, the value of production was relatively higher.

Wages are obviously the most important concomitant of the conditions of work and bear close relationship with the efficiency of a worker. Any progressive revision of wages should, therefore, create necessary conditions for increased production. On discussion with the representatives of the employers and employees, it was expressed that anything in the nature of a general wage increase does not inculcate in the worker a sense of moral duty to work more, but that he takes it as a matter of right. Human nature being what it is, no one wants to work more than what is barely necessary. So although the general production may be stepping up due to several factors mainly change in technique and improvement in machinery, the individual productivity has either more or less remained the same or at times has been towards the decline. This decline was attributed by different respondents to mainly three factors: (i) slackness on the part of old permanent hands due to extra satisfaction as a result of wage increases; (ii) as a matter of habit gradually to go



slow, and (iii) to use it deliberately as a lever for their un-conceded demands. Another interesting feature that emerged during the course of discussions was that the time-rated workers felt that they would continue to get the same basic wages even if they work more whereas the piece-rated workers did not bother so much for a slight rise in their basic wages since they enjoyed substantial dearness allowance. On the contrary some parties were of the view that the productivity in respect of piece-rated workers had definitely gone up. Yet another opinion was that the workers normally do not work for more than 5-6 hours out of 8 hours a day—this being the saturation point and so no amount of wage increases will improve the situation unless methods of work radically changed.

A good number of persons held the view that all wage increases have a salutary effect on the mind of workers in increasing production but the phase is short-lived and temporary. Almost all the respondents were of the view that either periodic revision of wages or introduction of Bonus Incentive Schemes linked with production alone could produce better results in the field of production.

- (vi) *Effect on Spending Habits*—Does the rise in wages have any bearing in reshaping the economic pattern of the workers? The present enquiry also aimed at studying this vital aspect of the workers' life and for the purpose 202 workers in the 6 units were sampled out whose pay packets had increased as a result of wage lifts.

From the statistics collected, it was revealed that 60.9 per cent of workers registered improvement in consumption expenditure, 26.7 per cent. showed an improvement in housing conditions, 45.5 per cent met expenses on social obligations like marriage, festivals, etc., and 41 per cent created assets. The last figure includes those who registered an increase even after repayment of debts and those who did not have any debts to clear up, their percentages being 31.1 and 9.9 respectively. An analysis of 123 families, showing increased consumption expenditure revealed that only 31.9 per cent. increased in size whereas 19.5 per cent decreased in size and 48.8 per cent recorded no change. Thus, in a majority of cases the increased expenditure was not due to an increase in the number of family members.

Improvement in consumption expenditure did not register any marked rise in the expenditure on cereals. Only 8.5 per cent of the workers showed marked improvement in the expenditure on cereals. The other items of food group on which the expenditure became relatively higher after the wage increases were refreshments, milk and milk products and mutton. The percentage of workers who increased their expenditure on these items were 47.8, 34.8 and 21.4 respectively. Another factor which accounted for increased expenditure was education. No less than 23.3 per cent of workers were found to be spending more on their children's education after the wage increase. Among other

items, clothing, toilet groups, pan-tobacco and entertainment also accounted for a sizeable increase in expenditure. These few changes serve as an indicator and signify the adaptability of the workers towards the changing social and economic environments.

- (vii) *Other Effects*—(i) In 5 of the 6 units surveyed, there was no change in working conditions, amenities, hours of work and work-load, etc. Only in one unit some changes took place which were more or less as a result of its long-standing modernisation programme, (ii) The view that the employers curtail other amenities in order to compensate for the cost of the wage increases was not substantiated in so far as the units studied were concerned, and (iii) Some of the knowledgeable persons in the industry expressed the view that after the wage lift the workers became more pay-pocket conscious and acquired a sense of prestige and affinity to their jobs.

## IMPORTANT AWARDS AND AGREEMENTS RELATING TO BASIC WAGE, DEARNESS ALLOWANCE AND BONUS DURING THE HALF-YEAR ENDING 30TH JUNE, 1959\*

### 1 Introduction:

Awards of Adjudicators and Tribunals published in the Official Gazettes of the Central and State Governments and important agreements etc., arrived at mutually between employers and workers are studied regularly in the Labour Bureau with a view to collecting information on revisions of basic wage and dearness allowance and also in respect of bonus granted to workers from time to time, in the country. A study has, accordingly, been made for the half-year ending June, 1959, on the basis of important awards and agreements received in the Bureau upto 20th September, 1959.

In all, there were 325 important awards (including 5 agreements) during the period under review. Out of these, 169 awards were in terms of mutual settlements reached between the parties. Out of the total awards and agreements, as many as 158 related to Bombay State, 32 to West Bengal, 31 to Punjab, 24 each to Madras and Kerala, 23 to Mysore, 11 to Bihar, 7 to Uttar Pradesh, 5 to Delhi, 3 to Orissa, 2 each to Assam and Central Government and 1 each to Andhra Pradesh and Rajasthan. With the exception of 18 awards (including 4 agreements), all the cases covered individual units only. Details of the 18 cases including more than one unit are given in Table No. 1 at pages 330 to 335.

\*A similar Article for the half year ending 31st December 1958, was published in the July, 1959 issue of the *Indian Labour Gazette*.

The break-up of important awards and agreements during the half-year ending June, 1959, according to industrial groups and issues involved, viz. Basic Wage, Dearness Allowance and Bonus, is shown in Table No II given at page 336.

## 2. Basic Wage and Dearness Allowance:

A few noteworthy decisions involving the questions of basic wage and dearness allowance are discussed briefly in the following paragraphs:—

- (i) The question of fixation of wage rates for different categories of workmen employed in 31 new Textile mills in the Coimbatore district of Madras State was referred to the Industrial Tribunal, Madras, which gave its decision dated 24-2-1959 (published in the Fort St George Gazette dated 22-4-1959). The Tribunal observed that the individual mills should be placed under one or more stages, according to the number of years of their productive existence and, accordingly, recommended varying rates of wages for different stages. The First stage was to commence as soon as the mills started production i.e. at least 2,000 spindles began to function. The Second stage would be the end of the first year, the Third stage the end of the second year and the Fourth stage the end of the third year, after the commencement of production. The Tribunal recommended that an unskilled worker (Grade I) should be started on Rs 26/- p.m. on the First stage and get Rs 27/- p.m. on the Second stage, Rs. 29/- p.m. on the Third stage and Rs 30-1-0 p.m. on the Fourth and final stage. Similar start with similar variations were to be made in regard to the other categories of workers. The Tribunal granted dearness allowance at the rate of Re 0-1-6 per point over 100 of the Madras Cost of Living Index for the workers at the First stage. At the Second stage, the dearness allowance was to be raised to Re. 0-2-0 per point, at the Third stage to Re. 0-2-6 per point and at the Fourth and final stage to the maximum of Re. 0-3-0 per point. The different mills were individually considered and placed in different stages for the purpose of payment of minimum basic wage and dearness allowance. The Award was not applied to mills with less than 2,000 spindles, but it has been stipulated that they will fall within this award, as soon as 2,000 spindles are put into commission in such mills.
- (ii) According to a settlement reached between the Tata Iron and Steel Company Ltd., Jamshedpur and the Tata Workers' Union on 18th February, 1959, the wage-structure of daily-rated employees and of certain other categories of

TABLE NO. I

Important Awards and Agreements (Relating to More than One Unit) on Wages, Dearness Allowance and Bonus During the Half-Year Ending June 1959

Sl. No.	Industry	State	Name of the Concern	No of Notification & date of official Gazette wherein award was published or date of agreement	Recommendations Regarding		
					Wages	Dearness Allowance	Bonus
1	Food including Bo vegetable	Bihar	The Indian Sugar Mills Association, Bihar Branch	Agreement dated 23. 10. 1959	3	7	8
1							Bonus for the year 1957-58 at 0.1% of the normal rate of bonus in case production exceeded one lakh maunds at the rate of 2 to 8 annas per maund varying with the production of sugar
	Do.	Kerala	Four Cashew Factories in Kerala	Agreement dated 5. 1. 1959			Additional bonus for the year 1957-58 at a consolidated rate varying between 2 1/2% & 4 1/2% of total earnings of workers employed in the concerned factories
2	Tobacco	Kerala	Messrs S A Puthan Chettiar & Balaguru Chettiar, Tobacco Merchants, Palghat & 17 others	No 2442/LA/501 dated 10. 1. 1959 (Settlement) published in Kerala Gazette No 7 dated 17. 2. 1959	Increase of Rs 15 in the salary of 40 employees who draw less than Rs 100 per month and Rs 10 to those who draw a monthly salary of not less than Rs 100		One month's salary as bonus to a Shop accountants for the year ending 17. 4. 1959 and 12 months' salary for this year onwards ending 31 March for the future years
Do		Do	Abdul Kariem Sahib Manager Cheek Mark Bidi Co Andakkal chery, Palghat & 5 others	No 10041/LA/591 dated 22. 5. 1959 (Settlement) published in Kerala Gazette, dated 2. 6. 1959.			Rs 10 as bonus to each of the workers for the year 1957-58

Do.	D1	S M S Hussain Sahib, Proprietor, Chadi Mark Bidi Factory, Koduvayoor & 12 others	The Mill Owners' Association Bombay	Agreement dated 13 3 1958	No A 43/59 published in Bombay Government Gazette dated 5 3 1959	Rs 1 Sample man 42 4 0 or sample cutler 2 Gray cloth 30 1 0 3 Hatters 4 Grey cloth, 32 8 0 5 Sorting man 6 Damaged 38 3 0 7 Cloth cutter 8 Cloth coverer 30 1 0 9 & bandier 10 Twi, very 28 0 6 11 man 12 Hand Stam 38 3 0 per 8 Assistant 32 8 0 Hand Stamp 9 Tax Marker 30 1 0 10 Bale Marker 31 11 6 11 Stencil Khat 38 3 6 12 Hand Iron 12 8 0 avg man	Rs 10 as bonus to each of the workmen for the year 1957-58	5 7% of annual basic earnings to three months' basic wages as bonus for the year 1957	
Textiles	D2		The Ahmedabad Mill Owners Association, Ahmedabad & 10 other Mills at Ahmed abad			Rs 26 to Rs 30 1-0 per month for unskilled workers (Grade I)			
Do.	Madras	Thiruvane New Tex- tile Mills in the Town before District of Madras State		S R O No A 2380 of 1953 published in Fort St George Gazette dated 22 5 1959					Rs 11/4 to Rs 13/ per month over 100 in the Madras Cost of Living Index Number

TABLE No. I—contd.

1	2	3	4	5	6	7	8
Textiles—contd	Mysore		Minerva Mills Ltd. and Mysore Spinning & Manufacturing Co Ltd., Bangalore	No A I T 3 of 1950 60 dated 8 5 1950 (Agreed).	<p><i>Revised grades of pay of Musterstaff</i>—</p> <p>1 <i>Junior Clerks (Grade A) and Nurses</i>— Rs 45 on probation for one year Rs 48—4—50—5—55—6—115—E B—7—150 (Rs 5 extra as machine allowance for typists)</p> <p>2 <i>Junior Clerks (Grade B)</i>— Rs 65 on probation for one year Rs 70—6—100—7—115—E B—7—170 (Rs 10) extra as machine allowance for stenographers &amp; comptants)</p> <p>3 <i>Senior Clerks</i>— Rs 160—10—250</p> <p>4 <i>Chief Clerks</i>— Rs. 200—10—300—12/50—325</p> <p>5 <i>Leads, Dresser Book, Content, Attenders, Balancers &amp; Attenders at the Reel Stand</i>— Rs 30—1—33—2—55</p> <p>6 <i>Doers</i>— Rs. 55—3 60—62—4—66</p> <p>7 <i>Peasants</i>— Rs 40—3—65—4—75—5—100.</p>	<p><i>Decrease allowance payable to the Musterstaff</i> will be <i>calculated on the following basis</i>—</p> <p>a) If during any month the D A of workers on the muster rolls is above Rs 50, the minimum monthly D A payable to the Musterstaff will be the same as the D A payable to the workers on the muster rolls.</p> <p>b) If the D A of the workers on the muster rolls during any month is below Rs. 50, then the minimum D A payable to the Musterstaff will be either Rs 50 or the D A of the workers on the muster rolls plus Rs 5, whichever is lower.</p> <p>c) In the event of there being a difference in the rate of D A payable to workers on the muster rolls in both the concerns, the D A of the Musterstaff will be calculated on the basis of the average of the monthly D A payable to workers on the muster rolls in the two Mills subject to (a) and (b) above.</p>	

Do	Registration	1 P. J. and Mills Co Ltd., Beawar; 2 Mahalaxmi Mills Co Ltd Beawar and 3. Krishna Mills Co Ltd., Beawar. Working Journalists.	No. D 4421/F 9091/ Lab 57 dated 20.6.1959 published in Rajasthan Government Gazette dated 21.6.1959. Government decision on Wage Committee's recommendations.	Rs. 35-1-10-P.E.-1 -45 per month for Watch and Ward Staff	Rs. 30, Rs 40 and Rs. 50 per month respectively for area III, area II and area I for employees whose range of basic pay is Rs. 85 to 100 per month	One & a half months' wages as bonus for the year 1955 and 1956 for the employees & one fourth month's salary as additional bonus for stag.
4 Printing and All India Publishing, etc.	All India			Rs. 65-5-120 for group IV employees in dailies and weeklies (minimum)		
Do	Kerala	Vijana, Pothol Press, Quilon & Trivandrum daily newspapers etc. in the district.	No. 430, 12/59 I/L & L.A.D dated 5.1.59 published in Kerala Gazette No. 1 dated 27.1.1959			
Do	West Bengal	M/s Kumari Press and 14 other Presses at Burdwan	No. 996 I R 1 R / 13L 12/58 dated 9.3.1959 published in the Calcutta Gaz ette dated 10.3.59 No. 11100/12/59 I/L and L.A.D dated 2.3.1959 published in Kerala Gazette No. 12 dated 24.3.1959.	Compositors and Machine men Rs 50 per month Book Binder Rs 45 per month (consolidated minimum wages) (1) Loading charge from shore to water or from water to shore Rs 1.00 per candy. (2) From lorry or cart to the shore and vice-versa (without taking through water) Rs 2.50 per candy. (3) Taking through water (a) Floatable- Rs. 1.75 per candy (b) Unfloatable Rs 2.00 per candy (4) Unloading from Rail-way Wagon into back water Rs. 1.00 per candy (5) Time workers Rs 3.50 per day		
5 Transport equipment	Kerala	M/s Jone Brothers, Jumbo Depot, Boat Jetty Quilon and 8 others				

TABLE No. I—concl'd.

1	2	3	4	5	6	7	8
6	Electricity, Gas & Steam	Madras	The Madras State Electricity Board	Agreement dated 15.2.1959	Rs. 28-14-40 (Minimum)	In addition to the consequential increase in dearness allowance at the existing rates due to increase in pay or wages all employees including Nominal Master Roll Workers, Casual Labour & Contracting Staff will get an increase in D. A. at a flat rate of Rs. 5 per month	**
7	Municipalities	Mysoore	Town Municipalities, of Mandya & Ponda taluquas in Mandya District	1. T. No. 101.59.60 dated 23.4.1959	Rs. 25-1-35 (Minimum)	Rs. 25 per month	**
8	Miscellaneous	Punjab	Shri Gopal Paper Mills Ltd. Yamunanagar and 3 other industries	No. 4169 Lab. 1.59/12-18 dated 19.2.1 May. 1959 published in the Punjab Government Gazette, Extraordinary dated 21.5.1959	Scale for Supervisory Grade (1) Rs. 90-71-150-P B-10-220-121-225-10-240 (2) Rs. 105-71-135-10-175-E B-15-205 (3) Rs. 131-10-175-11-250-E B-174-325 (4) Rs. 125-71-155-E B-10-255-15-300 (5) Rs. 125-71-155-10-195-E B-121-220-15-340 (6) Rs. 120-10-200-121-250-E B-116-370-20-170	1/7th of the earnings as bonus for the year 1959,  5/43rd of the earnings as bonus for the Year 1957;  Bonus for the years 1958, 1959, 1960 & 1961 should be calculated as under—	



Per centage of final balance available as bonus	Amount of final balance
22½	On the 1st
20	lakh.
17½	On the next 3
12½	lakh
7½	On the next 3
2½	lakh
1½	On the next 3
	lakh
	Thereafter on
	each slab of
	3 lakhs

subject to a ceiling of 15% of the consolidated earnings of the year of each workman

80% on the first Rs 100,  
60% on the second Rs  
100 and 25% on the third  
Rs 100, subject to a  
minimum of Rs 35 per  
month

Stenographers, Comptrol-  
lers and Draughtsman  
Rs 100—10—220  
Stenographers Clerks and  
Typists Rs 80—8—170

Junior Clerks—  
Rs 65—61—130—E B—  
8—170

Subordinate staff—  
Rs 30 1—40—E B—  
1—50

No. 838 I R H B/HIL-  
449/58 dated 3 3 1959  
published in the Cal  
cutta Gazette dated  
12 3 1959

M/s Robins Industries  
Ltd., M/s Bharat  
Collieries Ltd and  
M/s New Central Jute  
Mills Co Ltd., Calcutta

West Bengal

Do.

TABLE No II

Serial No.	Industry group	Awards and Agreements relating to				Total
		Basic Wages only	Dearness Allowance only	Wages and Dearness Allowance	Bonus only	
1	2	3	4	5	6	7
1	Processes Allied to Agriculture	—	—	—	2	2
2	Food including Beverages	4*	2	2*	11	19
3	Tobacco . . . .	2†	1	—	4	7
4	Textiles	38†	6*	12*	60	116
5	Wood and Cork except Furniture	2*	—	—	3	5
6	Printing and Publishing, etc	2	—	4	4	10
7	Rubber and Rubber Products	1	—	1	1	3
8	Chemicals and Chemical Products	2*	3	1	11	17
9	Non metallic Mineral Products.	2	2	4*	3	11
10	Products of Petroleum and Coal	—	—	—	1	1
11	Basic Metal Industries, Metal Products, Machinery etc (Including Engineering)	5	4†	10‡	20	39
12	Transport Equipment	5*	1	4	12	22
13	Electricity, Gas and Steam	1	2	2	3	8
14	Plantations	2	—	—	4	6
15	Mines . . . .	1*	—	—	—	1
16	Banks . . . .	1	1	1	—	3
17	Insurance . . .	—	1	—	—	1
18	Municipalities	7	—	1	—	8
19	Recreation Services .	1	2	13§	3	19
20	Personal Services .	3	1	3	1	8
21	Miscellaneous . . .	6†	5	5	3	19
Total .		85	31	63	146	325

\*Issue of Bonus was also involved in one case

†Issue of Bonus was also involved in two cases.

‡Issue of Bonus was also involved in three cases.

§Issue of Bonus was also involved in ten cases.

workers in the Company has been rationalised and simplified. The lowest grade of the daily-rated employees, which was in the range of Re. 1-0-0 to Rs 1-2-0 has been revised to Rs. 1.90 to Rs. 2.18.

- (iii) The Working Journalists Wage Committee made certain recommendations regarding fixation of wage rates for Journalists. The recommendations were accepted by the Government. For the purpose of wage fixation, the various news-papers and news-agencies have been classified on the basis of the average revenue of three accounting years viz 1955, 1956 and 1957 and the basic pay scales for Journalists of different groups employed in different classes of news-papers and news-agencies have been fixed. For the purpose of payment of dearness allowance to the full-time employees and monthly retainer to part-time employees, the various places have been divided into three areas, Area-I being the metropolitan cities of Bombay, Calcutta, Delhi and Madras, Area-II being towns with a population of over 5 lakhs each, excluding the metropolitan cities and Area-III covering all the other places. Rates of D.A. for the three areas varying with the ranges of basic pay have also been recommended. Remuneration of part-time correspondents has also been fixed.

*Dearness Allowance in the Cotton Textile Industry*—Information is also received in the Bureau from various employers' associations and certain individual mills regarding the amount of D.A. paid to the workers of the Cotton Textile Industry at important centres. The average amount of D.A. (rounded to the nearest integer) paid for 26 working days in a month to workers in this Industry during the half-year ending June, 1959 is shown in Table No III. For purposes of comparison, corresponding figures for the half-year ending December, 1958 are also given below:—

TABLE NO III

Serial No.	Centre	Average Monthly Dearness Allowance for the half-year ending	
		December, 1958	June, 1959
1	2	3	4
1	Ahmedabad	Rs. 80.12	Rs. 85.31
2	Baroda	72.10	76.95
3	Bombay	84.28	87.49
4	Delhi	62.09	68.31
5	Indore	76.16	79.06
6	Kanpur	63.06	66.21
7	Madras	57.91	59.50
8	Nagpur	55.89	61.51
9	Sholapur	43.33	45.50
10	West Bengal	32.50	32.50

With the exception of Cotton Textile workers at Bombay, Kanpur and in West Bengal, the dearness allowance granted to Cotton Textile workers increased slightly in the Cotton Textile centres during the half-year ending June 1959, compared with the half-year ending December 1958

### 3 Bonus:

Bonus was awarded to workers at widely varying scales during the half-year ending June 1959. Brief details of important bonus awards during the half-year under review are given below:—

- (i) In accordance with the five-year Bonus agreement entered into by the Mill-owners' Association, Bombay on behalf of its members and the Rashtriya Mill Mazdoor Sangh, Bombay for the period 1953—57, over 80 per cent. of the Cotton Textile workers in Bombay were paid bonus for the year 1957 at rates ranging from 57 per cent of annual basic wages to 3 months' basic wages.
- (ii) An agreement was reached on 5-1-1959 between the management of 4 Cashew factories in Kerala State owned by M/s Peirce Leslie & Co Ltd, and their workmen on the question of payment of bonus from 1952 onwards. According to the agreement, bonus was to be paid at a consolidated rate for the year 1957-58, in addition to the 6½ per cent of total earnings of workers, already agreed to by the Company for this year. The consolidated rate varied in the case of 4 factories between 2½ per cent and 4½ per cent of the total earnings of workers employed in the factories at the 4 places.

## EMPLOYMENT EXCHANGE STATISTICS AS INDICATORS OF PREVAILING UNEMPLOYMENT IN JAIPUR

(Directorate of Economics and Statistics, Rajasthan)

### 1.1 Background for the Survey

The problem of unemployment in general and among the educated persons in particular has been engaging the serious attention of the planners of the country. The rapid increase of employment opportunities is one of the objectives of the Second Five Year Plan. However, timely and accurate information both with regard to the extent of unemployment and its periodic variations as well as the employment opportunities created is not readily available. In the absence of any specific information data regarding registrations and placings by the employment exchanges have often been used to indicate the extent of unemployment and give broad indications of employment opportunities created. The users of employment exchange statistics are invariably cautioned about the limitations of this data. Nevertheless, it is usually assumed that data relating to number of candidates registered with the employment exchanges represents unemployment data. This is partly based on the assumption that according to the procedure adopted by the employment exchanges a candidate to be registered for employment must not be already employed, or if he is already employed, he should produce a certificate from his employer to the effect that the present employer has no objection to his being registered with the employment exchange for employment.

elsewhere. A preliminary examination of the candidates registered in the Live-register of the Employment Exchange, Jaipur, as on 31st May 1958, indicated that hardly one per cent. of the candidates registered with them had declared themselves to be already employed. This small proportion of the candidates belonging to the category of educated persons was considered to be extremely low and the Government, therefore, decided to entrust the work of ascertaining the extent of candidates who are already employed out of those registered with the Employment Exchange, Jaipur, to the Directorate of Economics and Statistics, Rajasthan. This was to be investigated through a sample survey. Subsequently as it was found that some of the candidates registered with the Employment Exchanges were prosecuting further studies the enquiry was extended to find out the proportion of such candidates and also to ascertain the extent to which these candidates were prepared to go to the rural areas if employment was offered to them.

## 2. Object and Approach

21 As indicated above, the object of the present survey was to estimate the proportion of those who were already employed among the educated candidates registered with the Employment Exchange Jaipur. In order that the candidates included in the sample may not be led, by fear or some other consideration to stick to the reply that they had already given to the Employment Exchange regarding their employment status at the time of registration, the discrepancy between the information given previously and that given now was not pointed out to them, nor was any attempt made to find any explanation for the same. In fact, particular case was taken to see that the candidates may not even suspect that the information being supplied by them would be compared with what they had previously conveyed to the Employment Exchange and secrecy of individual replies was guaranteed. Even the fact of their having been already registered with the Employment Exchange was not emphasised by the Investigators, and only towards the end of the interview was this question asked to obtain a reply in the affirmative or negative from the candidates themselves.

## 3 Coverage

31 The Employment Exchanges register the various applicants according to seven different categories of occupations for which preference is to be indicated by the applicants. These seven categories could be divided into two groups corresponding to the educated and uneducated candidates respectively. These are listed below:—

Educated Applicants	Uneducated Applicants
1. Industrial Occupations 2. Skilled and Semi skilled jobs 3. Clerical jobs 4. Educational jobs	1. Domestic service 2. Unskilled jobs 3. Miscellaneous types of jobs.

32 As on 31st May 1958, a total of 3,994 candidates were registered in the Live Register of the Employment Exchange, Jaipur. Of these, 3,912 were males and 82 were females. The category-wise classification of the male candidates was as follows:—

Educated applicants		Uneducated applicants	
1 Industrial Occupations	49	1 Domestic services	298
2 Skilled and Semi skilled jobs	163	2 Unskilled jobs	1,349
3 Clerical jobs	1,617	3 Miscellaneous types of jobs	32
4 Educational jobs	413		
Total	2,242		1,679

33 The present survey covered only the 2,242 male candidates who fell in the category of educated applicants

#### 4 Sample.

41 A systematic sample of 100 applicants was taken from among the 2,242 educated male candidates who were registered in the Live Register of the Jaipur Employment Exchange on 31st May 1958. Since the sampling fraction adopted meant selecting one candidate out of about 22, the number of selected candidates belonging to the various categories was as follows:—

1. Industrial occupations	2
2 Skilled and semi-skilled jobs	7
3 Clerical jobs	72
4 Educational jobs	19

#### 5 Field Work:

51 The field work was carried out by 19 Statistical Inspectors of the Directorate and supervised by 4 Statisticians

#### 6. Response.

61 Out of the 100 candidates, included in the sample, complete information, as asked for in the questionnaire could be collected in respect of only 86. At the time of collecting supplementary information response could be obtained from 76 persons only

#### 7 Results:

71 As the survey related to the candidates, who were registered in the Live Register of the Employment Exchange, Jaipur on 31-5-1958 the results have been drawn for the same date

##### (a) Particulars of candidates

72 The educational qualifications of the 86 candidates in respect of whom complete information could be collected were as follows: 12 graduates, 14 intermediates, 54 matriculates and the remaining 6 non-matriculates. Out of these candidates 49 belonged to the age group

17 to 20 years, 33 to the age group 21 to 25 years and three were thirty years and above. The age of the remaining one candidate was not known

*(b) Percentage Employment*

73 Out of the 86 candidates, in respect of whom complete information could be collected, the number of candidates who were already employed on 31-5-58 was 21. Of the four candidates in respect of whom only this much was known as to whether they were employed or not, the number of those who were reported to be employed on this date was 3. Thus 24 candidates out of 90 or 26.7 per cent. were already employed while according to the information supplied to the Employment Exchange by the candidates at the time of their registration only 1 per cent. was employed.

74. At the time of investigation, i.e., end of June 1958, the number of already employed candidates among the 90 candidates was 25 constituting 28 per cent.

75 As regards employment on 1st March 1958, the picture was as follows. Out of the 86 candidates about whom information could be available, 18 were employed and 68 unemployed. Of these 18, as many as 5 lost their jobs during the period ending 31-5-58. On the other hand 8 out of 68 candidates who were unemployed on 1-3-58 got employed by 31-5-58.

*(c) Salary and satisfaction with the job*

76 Out of the 21 candidates who were already employed and regarding whom detailed information was collected during the course of the survey, as many as 16 were employed on clerical jobs. For 15 the monthly salary including allowances lay between Rs. 50/- and Rs. 100/-. Only 4 candidates received salary (including allowances) exceeding Rs. 100/- per month, whereas for 2, the salary was even less than Rs. 50/- per month. The average emoluments worked out to Rs. 82/- per month.

77. Of the 21 candidates, the number of those who stated that they were satisfied with the present job, was 9. Four of these 9 candidates were employed on 1-3-58, 5 getting employment after that date. The names of all these continued to be on the Live Register of the Employment Exchange, Jaipur. As indicated above, no attempt was made to go into such questions as to why no steps were taken to get their names removed from the Live Register of the Employment Exchange after getting their present jobs.

78. Of the 21 persons only 7 got their jobs through the Employment Exchange.

79. It may be of interest to examine the qualifications and salary of the satisfied and the dissatisfied employees separately. Of the 9 satisfied persons, 6 were matriculates, 1 intermediate, 1 B.A. and 1 non-matriculate. The average emoluments for these 9 persons came to 92/- per month. Of the 12 dissatisfied employees, 9 were matriculates, 2 were B.As. and 1 non-matriculate. The average emoluments for these 12 persons came to Rs. 75/- p.m. The average emoluments for the dissatisfied employees were thus approximately 19 per cent. less than the average emoluments of the satisfied employees, although the educational standard of the two groups was approximately the same.

(d) *Duration of unemployment*

7.10 Out of these 65 unemployed persons, 24 were married. In the case of as many as 33 persons the period of unemployment till 31st May 1958, was more than a year, while for 25 it was less than 3 months, for 2 between 3 to 6 months and for 5 between 6 and 12 months.

7.11 The period of unemployment up to 31st May 1958, may be divided into two parts viz.,

- (i) The period from the date when the search for job starts up to the date of registration with the Employment Exchange
- (ii) The period from the date of registration with the employment Exchange, up to 31st May 1958.

7.12 The following figures give an idea of the respective durations of these two periods for the 65 unemployed persons. Out of the 65 persons, 30 waited for more than a year after starting the search for a job before they registered themselves with the Employment Exchange. This period was less than 6 months in the case of 28 applicants and between 6 months and a year in the case of 7.

7.13 Regarding the period from the date of registration with the employment exchange, up to 31st May 1958, it may be mentioned that 12 persons had registered themselves with the Employment Exchange more than a year prior to this date and they were still unemployed. This period was less than 3 months in the case of 42 applicants, between 3 and six months in the case of 7 applicants and between 6 months and a year in the case of 4.

7.14. These figures indicate that both the above mentioned periods which together constitute the total period of unemployment upto 31st May 1958, were considerably long. Neither did the persons, who were jobless, take early steps on the whole to get themselves registered with the Employment Exchange, nor were jobs available to them through this agency soon after the registration.

(e) *Type of job and salary desired*

7.15. Out of the 65 persons unemployed on 31st May 1958, one secured employment afterwards but before the date of this survey, leaving 64 unemployed candidates. The likings as indicated by these unemployed persons on the date of survey have been assumed to be applicable on 31-5-58 as well. The preferences indicated by the 64 unemployed persons for the various types of jobs were as follows:—

Thirty-three of them wanted to become clerks, 17 wanted to be teachers, 8 wanted technical jobs and 6 wanted other types of jobs. The relative preferences indicated by the candidates during the course of this survey differ considerably from the way their names were registered in the Employment Exchange. However, in view of the consideration already indicated, further inquiry into such questions was not conducted.

7.16 The monthly emoluments desired by 40 of the 64 unemployed candidates varied between Rs 50/- and Rs 100/- the remaining 24 looking for salaries (including allowances) exceeding Rs 100/-. The average salary desired by the unemployed persons came to Rs. 109 per month. This is about 32 per cent. higher than the average salary of those who were already employed but only 16 per cent higher than the average salary of those who were satisfied with the present jobs.



7.17 Of the 64 unemployed candidates, 39 were matriculates, 13 were intermediates and 9 were graduates (including graduates in Law and Education). The educational qualification in case of the remaining 3 candidates was below high school

(f) *Option for rural areas*

7.18 Out of the 76 candidates who gave response during the course of the supplementary investigations 47 persons, i.e. 61.8 per cent were prepared to go to rural areas if employment was available. These 47 persons included 8 persons who were already employed and liked to go to rural areas if better employment could be offered.

7.19 The 76 persons comprised of 18 persons who were already employed and 58 persons who were not employed. These 58 persons consisted of 3 non-matriculates (5.2 per cent), 36 matriculates (62.0 per cent), 10 intermediates (17.3 per cent) and 9 graduates (15.5 per cent). The percentage of the number of persons prepared to go to rural areas for employment to the corresponding number of unemployed persons in each qualification group was non-matriculates 66.7 per cent, matriculates 67.2 per cent, intermediate 60 per cent, graduates 55.5 per cent and in total 67.2 per cent. The maximum option for rural areas was thus offered by the matriculates.

(g) *Continuance of further studies*

7.20 Among the 76 persons investigated, 25 persons or 32.9 per cent were continuing further studies. These 25 persons included 2 persons who were already employed. The 23 unemployed persons who were continuing further studies comprised of 16 persons who were prosecuting such studies simply as a stop-gap arrangement. Thus 27.6 per cent of the total unemployed persons were prosecuting further studies as a stop-gap arrangement till the availability of employment.

(h) *Type of job desired in rural areas*

7.21 The preferences indicated by the 47 unemployed persons who were prepared to go to rural areas for the various types of jobs were as follows:—

- (i) Nineteen of them, i.e. 40.4 per cent liked clerical jobs. Of these, some showed their willingness for other jobs, viz., 8 for teaching and 2 for skilled jobs, as well.
- (ii) Eighteen i.e. 38.8 per cent offered their choice for teaching in rural areas. Of these 18, some showed their willingness for other jobs, viz., 8 for clerks, and 1 for industrial occupations. Of the 8, who offered for clerical jobs one showed willingness for some job in Co-operative Department, etc.
- (iii) Twelve persons, i.e., 25.5 per cent, wanted technical jobs such as cottage industries, agriculture and other allied jobs. Two persons out of these 12 were also prepared to accept clerical jobs and one liked teaching job as well. Six showed willingness for other types, viz., 5 for co-operative and 1 for Medical and Public Health.
- (iv) Nine persons, i.e., 19.1 per cent, wanted other types of jobs, viz., co-operative, medical and public health, village level workers, etc. six out of these, indicated willingness for other kinds of technical jobs and 1 for teaching and clerical jobs in addition to the above.

8. *Conclusions*—Although candidates registering their names with Employment Exchanges for employment assistance are required to state whether they are already in employment, and if so, produce no-objection certificates from the present employers, several candidates already employed register themselves as unemployed persons. In Jaipur the proportion of such registrations was about 25 per cent. Again, about 9 per cent of candidates on the Live Register of the Exchange were found to have secured employment since the time of their registration. The study thus reveals that only about 66 per cent. of the number of persons borne on the Live Register of the Employment Exchange should be reckoned as really unemployed.

It was found that there was not as much prejudice among the educated unemployed to accept employment in rural areas as is commonly made out. In Jaipur 61.8 per cent of the unemployed were prepared to accept jobs in rural areas.

## REPORTS AND ENQUIRIES

### RESCUE STATIONS COMMITTEE—A SUMMARY OF THE REPORT FOR THE YEAR 1958-59

*Meetings*—During the year under review, the Rescue Stations Committee held 24 meetings—13 at the Mines Rescue Station, Jharia and 11 at the Mines Rescue Station, Sitarampur. The members of the Committee availed themselves of the opportunities offered by these meetings to inspect the Rescue Stations and their premises. The President also visited both the Rescue Stations on several occasions to see that a high standard of efficiency was maintained.

*Progress Report*—Additional equipments such as twelve sets of Savox Breathing apparatus, one set of Blowman Fresh Air Apparatus, three sets of Novita Reviving Apparatus, one H.S. Detector, and CO. Detectors (M.S.A. type), twelve sets of M.A.S. Self Rescuer with 24 recharge Cartridges, one Paulins Altimeter (Aneroid Barometer) and one smoke Producing apparatus were provided at the Rescue Stations during the year under review.

The Committee continued to pay premia, during the year under review, in respect of policies for personal injury on behalf of all the rescue-trained workers in the coalfields.

*Annual Rescue Competitions*—As usual, the Annual Competition was held and rescue teams from Kolar Gold Field, Mosabani Copper Mines, Raniganj Coalfield and Jharia Coalfield took part in the competition. Prizes were awarded to the winners to encourage rescue trained persons of the Coalfield.

*Staff*—The total strength of the staff as on the 31st March 1959, was 49 permanent and 7 part-time workers besides garden mazdoors.

*Training*—Initial training in rescue and recovery work was provided during the year to 70 persons. Three hundred and seventy-six refresher practices were held in the training gallery and 2,444 man-practices were organised. One hundred and thirty-four pit practices were held in the underground workings of various coal mines, and 909 persons attended these practices.

The permanent rescue brigades attached to the stations rendered assistance in rescue and recovery operations on 23 occasions involving 104 days. Among the emergency calls which the rescue stations attended were those in connection with the accidents which occurred in Saunda and Giridih collieries on the 27th January 1959, and 2nd March 1959, respectively.

**Receipts and Expenditure**—A sum of Rs 2,78,525 was realized as excise duty during the year under review. The closing balance of the Committee at the end of the year was Rs. 3,69,155 as against the opening balance of Rs 5,05,429.

## SUMMARY OF THE ANNUAL REPORT ON THE WORKING OF CENTRAL INDUSTRIAL RELATIONS MACHINERY FOR THE YEAR 1957-58

### ACTIVITIES\*

1 **Works Committees, etc**—The total number of Central Sphere undertakings required to constitute Works Committees (under Section 3 of the Industrial Disputes Act, 1947) was 1,108, at the end of March 1958. Works Committees existed during the year under review in 633 undertakings. The officers of the Central Relations Machinery undertook a study of the working of the Works Committees in the Central Government undertakings. The study revealed that the working of these Committees was free from any rigidity of procedure and the subjects coming up for discussion before them were many and varied like workers' education, health, retrenchment, etc. The study also showed that in as many as 60 per cent of the cases, the decisions of the Works Committees were unanimous. Unit production Committees functioned in 92 undertakings.† The object of these Committees is to avoid waste and achieve maximum productivity by removing causes of friction and better utilisation of men, material and machinery.

2. **Strikes, Lockouts, etc**—The number of strikes, lock-outs man-days lost, etc, during the years 1955-56, 1956-57 and 1957-58 are given below:—

Year	Strikes and lockouts		Number of threatened Strikes
	No of strikes, etc.	Man-days Lost (in lakhs)	
1955-56	724	34.99	172
1956-57	347	20.15	192
1957-58	506	13.11	156

\*For structure of the Machinery and its functions see summary of the report for the year 1956-57 in the *Indian Labour Gazette*, March 1959

† In some cases Works Committees themselves functioned as production Committees.

The year under review recorded an increase in the number of strikes and lockouts which was mainly due to the fact that banks alone accounted for 225 strikes as against 30 during the year 1956-57. There was however, steep fall in the number of man-days lost. This was because except for the strike by bankmen in Calcutta (involving over 7,000 employees and causing a loss of 1,53,266 man-days) there was no prolonged strike involving large number of workmen such as the strike launched by the Colliery Mazdoor Congress in 1956-57 in 30 collieries involving 36,000 workers and causing a loss of 792 lakh man-days.

**3 Industrial Disputes—**(Other than strikes and lock-outs), etc.—The total number of industrial disputes other than strikes and lock-outs (mentioned in para 2 above) reported during 1957-58 was 3,150 apart from 472 brought forward from the previous year. The officers of the Industrial Relations Machinery intervened in 3,428 disputes and 2,242 of these disputes, i.e., about 65 per cent., were settled. Five hundred and eighteen disputes were pending at the end of March 1958. Conciliation proceedings held during the year 1957-58 numbered 1,745 and settlements were brought about in 1,097 cases. Of 1,097 settlements arrived at in 1957-58, 963 were implemented fully, and 58 partially and the remaining were pending implementation at the end of March 1958.

**4 Implementation of awards etc.—**Of the 34 awards given during the year, 16 were implemented fully and 5 partly. No specific action arose out of 4 awards. Twenty-one awards (including those brought forward from previous years) were pending implementation at the close of the year. The Industrial Relations Machinery handled 125 applications for recovery of arrears resulting from non-implementation of awards etc. The total claim preferred in these applications was Rs. 73,205 and the verified amount came to Rs. 56,973. Out of this, a sum of Rs. 1,316 was recovered during the year, which did not include the amount of Rs. 14,785 in respect of banks in the Calcutta region which was paid by the management before the order of recovery was executed. The verified amount pending recovery at the close of the year was Rs. 40,872. The Industrial Relations Machinery continued to make efforts for the implementation of Bindra Award concerning manganese mines, Sastry Award (modified) relating to banks and the award of the All-India Industrial Tribunal relating to colliery disputes.

**5. Enforcement of Labour Laws—**The numbers of inspections made, irregularities detected, etc., under different labour laws, for which the Industrial Relations Machinery is the appropriate authority are given in the table on the next page.

*Number of Inspections, etc., made by the Industrial Relations Machinery during 1957-58*

Name of the Act, Regulations etc.	Number of units inspected	Number of irregularities detected	Number of irregularities rectified during the year
1	2	3	4
Payments of Wages Act in Railways	5,816	16,610	7,201
Payment of Wages Act in Mines*	4,258	15,883	12,445
Minimum Wages Act*	1,875	21,291	N.A.
Employment of Children Act	4,603	1,089	408
Hours of Employment Regulations	4,974	18,578	7,293½
Coal Mines Bonus Scheme	3,283	13,243	0.014†
Enforcement of Fair Wage Clause and C.P.W.D. Contractors' Labour Regulations*	1,519	4,556	2,686

Under the Industrial Employment (Standing Orders) Act, 1946 117 draft Standing orders were received by the Certifying Officers during the calendar year 1957 and 76 were certified during that period. The total number of establishments which had their standing orders certified at the close of the calendar year 1957 was 1,531.

6. *Other Activities*—Some of the more important amongst the other activities of the Industrial Relations Machinery were in the sphere of (i) lay-off and retrenchment, (ii) welfare and (iii) verification of membership of the Central organisations of Labour. As regards lay-off and retrenchment, the number of workers laid-off and retrenched in the Central Sphere undertakings during the year were 6,187 and 10,889. The details of the amounts paid to the workmen as lay-off and retrenchment compensation are not available. The activities in the sphere of welfare comprised (a) preparation and circulation of a leaflet known as "Guidance Points" based on the reports of Labour Officers and (b) supervision of labour welfare funds, their creation and growth. As regards verification of trade union membership, the Industrial Relations Machinery carried out the verification of the membership of the trade unions affiliated to the four All India organisations and verified the membership of I.N.T.U.C. and H.M.S. Since the All India Trade Union Congress and the United Trade Union Congress did not furnish the list of their constituent unions, as required, their membership could not be verified.

\* Figures relate to the Calendar year 1957.

† 6,053 within three months, 2,008 in three to six months, 911 in six to nine months and 942 within a year.

‡ 36 per cent. in three months, 38 per cent. in three to six months, 20 per cent. in six to nine months, 4 per cent. in nine to twelve months and 2 per cent. after 12 months.

# LABOUR LAWS AND DECISION

## LAWS

### MINIMUM WAGES ACT, 1948

In exercise of the powers conferred by Clause 1 of article 258 of the Constitution the President has delegated certain of the functions, exercisable under the Minimum Wages Act 1948 to the States of Andhra Pradesh Assam, Bihar, Bombay, Kerala, Madhya Pradesh, Madras, Mysore Orissa Punjab, Rajasthan, Uttar Pradesh and West Bengal relating to appointment, hearing and deciding claims arising out of the enforcement of the Minimum wage rates and overtime rates based on this with the proviso that the centre itself may at any time exercise the above delegated powers

[Notification No LW1-I-2(21)/58 New Delhi dated 23rd September 1959]

### THE EMPLOYEES PROVIDENT FUNDS ACT, 1932—EXTENSION TO MORE INDUSTRIES

The Central Government have extended the provisions of the above Act to 21 more establishments in industries in the States of Bombay, Madras, Uttar Pradesh, and Calcutta

[Gazette of India dated 15th and 29th August and 5th September, 1959 Gazette of Bombay dated 20th, 27th of August and 5th September, 1959, Calcutta Gazette of 6th and 13th August, 1959]

### AMENDMENTS TO THE EMPLOYEES' STATE INSURANCE (GENERAL) REGULATIONS, 1950

In exercise of the powers conferred by Section 97 of the Employees' State Insurance Act 1948, the Employees' State Insurance Corporation has made certain amendments in the above regulations. The main amendments relate to the substitution of 'appropriate Regional office' in the place of 'Insurance Commissioner', declaration of the fitness certificate issued by the Insurance Medical Officer as the final certificate which will form the basis for determining the benefit admitted to a person and stipulating that persons whose claims for permanent disablement benefit and dependents' benefit are admitted should submit their claims at six monthly intervals and also should present themselves not more than once in six months as required by the local Insurance office. Forms Nos 18 and 26 have been substituted by new ones and another Form No 27 has been added

[Notification No Genl/Amend/7, dated 13th August 1959]

### DRAFT AMENDMENTS TO THE PAYMENT OF WAGES (MINES) RULES, 1956

In exercise of the powers conferred by sub-sections (2), (3) and (4) of Section 26 read with Section 24 of the Payment of Wages Act 1936, the Central Government propose to substitute sub-rule 1 of

rule 17 of the above Rules by a new one Substitution provides for assessment of work done by piece-rated workers by recording in their presence at the end of each day or shift weightment or measurement of the work done by them in the prescribed form At the close of the wage period, the measurement slip will be handed over to each worker at least a day prior to the pay day, and in the event of a dispute regarding the entries the employer will try to settle it on the spot in consultation with the worker or his representative. As a consequence of this, addition of Form IVA in which to lay down the particulars of work done by the workers is also proposed.

[Notification No S.O PW/Mines/Rules/Am. dated  
14th September, 1959.]

### DRAFT COLLECTION OF STATISTICS (CENTRAL) RULES, 1959

In exercise of the powers conferred by Section 14 of the Collection of Statistics Act, 1953 the Central Government have published the draft Collection of Statistics (Central) Rules 1959 for general information. The draft rules relate to conditions governing the submission of particulars of annual returns by registered companies to the statistics authority.

[Notification No. S.O 1769—dated 4th August, 1959—The Gazette of India Extraordinary dated August 6, 1959]

### PAYMENT OF WAGES (MADRAS AMENDMENT) ACT, 1959

The above Act further to amend the Payment of Wages Act, 1936 in its application to the State of Madras has received the assent of the President on 9th August 1959 The salient features of the Act have already been published in the April, 1959 issue of the Indian Labour Gazette.

[The Fort St. George Gazette Part IV-B, dated 19th August 1959]

### THE MADHYA PRADESH INDUSTRIAL WORKMEN (STANDING ORDERS) ACT, 1959

The above Act which provides for rules defining with sufficient precision in certain matters the conditions of employment of workmen in Industrial Establishments in the State of Madhya Pradesh received the assent of the President on the 29th July, 1959

[Notification No 27038/XXI-A(Dr) dated 5th August, 1959—  
Madhya Pradesh Gazette dated August 14, 1959]

### THE JAMMU AND KASHMIR SHOPS AND COMMERCIAL ESTABLISHMENTS BILL, 1959

Two Bills, namely, (i) the Jammu and Kashmir Shops and Commercial Establishments Bill, 1959, and (ii) the Jammu and Kashmir Industrial Employment (Standing Orders) Bill, 1959 have been published in the State Gazette for general information The statements of objects and reasons of the respective Bills are given below

- (i) "In order to make the Jammu and Kashmir Trade Employees' Act 2002, more comprehensive and to bring it into line with similar legislation in force in other parts of the country, the present Act has been amended so as to cover provisions, on the lines of the Model Act circulated by the Government of India, relating to the opening and closing hours, hours of work, rest intervals, spreadover, overtime rates and weekly holidays. A very notable feature of the present legislation is the relatively liberal scale in which provision has been made for annual holidays with pay. The Bill also includes special provisions for protection of children and young persons and regulates the age of entry into such establishments which fall within the ambit of the law. The Bill broadly covers wage earnings of persons employed in shops, commercial establishments, (including banking and insurance companies), restaurants, theatres, cinemas and other places of public amusement"
- (ii) "Frictions between management and employees are a common day experience in the State. The main reason for these incidents can be traced to the absence of conditions relating to recruitment, discharge, disciplinary action, holidays, leave, etc., for employees working in industrial establishments. With a view to minimising friction between management and employees, it is necessary that conditions of their service should be determined. The Bill is a step towards that end".

[The Jammu and Kashmir Government Gazette Extraordinary dated the 31st August, 1959]

### THE ORISSA INDUSTRIAL DISPUTES RULES, 1959

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 the Government of Orissa have finalised the draft rules of 1958 and the same have been published in the State Gazette for general information. The main provisions of these Rules were published in the October, 1958 issue of the I.L.G.

[Notification No 7238-11-133/58, Lab dated 5th August 1959; The Orissa Gazette, dated August 28, 1959]

### DRAFT AMENDMENTS TO THE KERALA INDUSTRIAL EMPLOYMENT (STANDING ORDERS) RULES, 1958

In exercise of the powers conferred by Section 15 of the Industrial Employment (Standing Orders) Act, 1946 the Government of Kerala propose to amend the above Rules by substituting Model Standing Order No 7 relating to 'Shift Working'. The proposed amendment authorises working of more than one shift by the employer. The important aspects of the amendment are the serving of two months' prior notice in the event of discontinuance or resumption of a shift and to affect retrenchment and re-instatement of workers, if necessary in accordance with the provisions of the Industrial Disputes Act, 1947.

[Notification No 36352/L5/59.L&LAD dated Trivandrum August 12, 1959—Kerala Gazette September 1, 1959.]



## BOMBAY EMPLOYEES' INSURANCE COURTS RULES, 1959

The Government of Bombay have framed the above rules, which *inter-alia* provide for the Constitution of Employees' Insurance Courts, Conditions of services of Judges thereof, procedure and execution of their orders, payment of fees and costs, etc

[Notification No SIA.1459-1-Bombay Government Gazette of August 13, 1959.]

## INDUSTRIAL DISPUTES ACT, 1947—DECLARATION OF PUBLIC UTILITY SERVICES

State	Category of Service	Notification Number and Date	Period
1	2	3	4
Bihar	Iron and Steel Industry	No. 111/DI 6062 59 L 982, dated 29th August, 1959	For a further period of six months with effect from 15th September, 1959
Bombay	Transport Industry	No. IDA-1459, dated 8th August, 1959	For a period of six months
Madhya Pradesh	Transport Industry	No. 5225 5013 XVI, dated 12th August, 1959	For a further period of six months with effect from 28th July, 1959
Madras	Sugar Industry	C O R T No. 1203 dated 24th August, 1959.	For a further period of six months with effect from 5th September 1959
	Cotton Textile Industry	S R O No A-5319 of 1959, dated 28th August, 1959.	For a further period of six months with effect from 5th October, 1959
Uttar Pradesh	Sugar Industry	No. 4950, (ST)/XXXVI A, (ST) 52, dated 29th July, 1959	For a further period of six months with effect from 10th August, 1959
West Bengal	Passenger Bus Service	No. 3860 IR/IR/IA 1959, dated 8th August, 1959	For a period of six months with effect from 25th August, 1959
	Inland Water Transport Industry.	No. 4009 IR/IR/IA 2 57, dated 18th August, 1959	For a period of six months with effect from 25th August, 1959.
	State Transport Service	No. 4105 IR/IR/IA 33 57, dated 22nd August, 1959.	For a period of six months with effect from 22nd August, 1959.

## DECISION

### SUPREME COURT DECISION IN THE DISPUTE BETWEEN THE PATNA ELECTRIC SUPPLY CO., LTD AND THE PATNA ELECTRIC SUPPLY WORKERS' UNION RELATING TO CONSTRUCTION OF QUARTERS FOR THE EMPLOYEES UNDER THE BIHAR INDUSTRIAL HOUSING SCHEME

An interesting issue Whether in the present industrial set-up an employer could be directed by the industrial tribunal to provide or construct quarters for its employees' came up before the Supreme Court for decision in an appeal arising, by special leave, out of an industrial dispute between the Patna Electric Supply Co Ltd. and its workmen represented by the P.E.S. Workers' Union. The Court considering the question in a broader perspective held that "so far as the present state of our national economy and the general financial condition of our industry are concerned, it would be undesirable to think of introducing such an obligation on the employers to-day" The fact of the case are summarised below:

The Government of Bihar, by a notification, under the Industrial Disputes Act, 1947, referred twelve items of dispute for adjudication to the Industrial Tribunal. Of these, the appeal preferred concerned with only one and related to "the housing facilities to the workmen and principle of allotment of quarters to them" The respondent Union had put forward a demand that the appellant Company should provide houses to its employees and should undertake the construction of quarters immediately in that behalf. The respondent's case was that the appellant was bound to provide quarters to its employees and let out the same to them according to the Bihar Government Scheme. The appellant denied its liability to make any housing provision for its employees and that gave rise to the industrial dispute.

The main argument of the appellant before the Tribunal was that the housing facilities and allotment of quarters to workmen was the primary responsibility of the State and not of the employer. The Tribunal upheld the respondent's claim and directed the appellant to construct at least 15 quarters as laid down in the Government scheme within a year of the publication of the award. This part of the award was challenged by the appellant before the Labour Appellate Tribunal. The appeal was, however, dismissed. The appellant then obtained special leave to move the Supreme Court and to decide whether the direction issued by the award was justified or not.

The Supreme Court took note of the appellant's case that housing arrangements were a matter of the appellant's choice and volition, and that it could not be made an obligation and thus virtually a term of employment. The respondent's contention, on the other hand, was that the State scheme of industrial housing though recommendatory in character imposed on the appellant an obligation to provide housing facilities for all its employees and in industrial adjudication this moral obligation could be enforced against it. The Tribunal had accepted the argument that although industrial adjudication had so far consistently held that providing housing facilities for industrial labour was the primary responsibility of the State, the scheme formulated by the Industrial Housing Sub-Committee in Bihar had materially altered the position.

On examination of the scheme pragmatically, the Supreme Court did not consider that the scheme in question could justify the direction issued by the award under appeal, as it had no statutory force. It, therefore, could not at present at least be treated as a subject matter of an award. The Court surmised that both the Tribunals assumed that the scheme in question had been adopted with the consent of the appellant and as such the appellant was bound by it. This assumption was clearly unjustified. The Court was satisfied that the scheme in question which was the sole basis for the award could not have the effect of introducing a term of employment between the appellant and its workmen in regard to housing facilities.

Emphasising that in considering the claims of workmen sympathetically on the ground of social and economic justice, industrial adjudication has to bear in mind the interests of national economy and progress, which are relevant and material, the Supreme Court held that the award under appeal could not be sustained on the basis of the scheme sanctioned by the Bihar Government. As a result, the appeal was allowed and the award set aside.

(*Labour Law Journal*, September 1959, pp. 366—373)

## LABOUR INTELLIGENCE

### INDIAN

#### QUARTER IN REVIEW (JULY—SEPTEMBER, 1959)

##### 1 EMPLOYMENT

**Compulsory notification of vacancies to Exchanges**—The Lok Sabha passed a Bill\* on 4th August 1959 providing for compulsory notification of vacancies, except those specified, to employment exchanges by employers in the public and private sectors. The Bill is based on the recommendations of the Shiva Rao Committee appointed by the Government of India in 1952 to study the training and employment service organisation.

**Employment Exchange Statistics**—The number of registrations at the exchanges, the average number of employers utilising the services of exchanges, total number of vacancies notified and number of placements effected during the quarter under review were 7,12,052; 7879; 1,04,793 and 73, 879 respectively. The number of applicants on the Live Register was 14,08,903 at the end of September 1959 as against 12,87,783 at the end of June 1959.

Two hundred and thirty six Employment Exchanges including one Employment Exchange for the handicapped at Bombay and four University Employment Bureau at Aligarh, Banaras, Delhi and Trivandrum were functioning at the end of July 1959.

##### 2. WAGES

**Wage Increase for Tea Workers**—The West Bengal Government announced its decision to increase the minimum daily wage of the garden workers by 12 nP. with effect from July 1, 1959. The increase will benefit about two lakh workers in North Bengal.

\*For details, see *Indian Labour Gazette*, June 1959, pp. 985-986.

**Minimum Wages for Mine Workers**—The Industrial Committee on Mines other than Coal Mines which met in April 1959 recommended that minimum wages should be made applicable to all iron ore and manganese workers. Accordingly, a phased programme of extension of the Minimum Wages Act to employments in Mines not already covered by the Act was worked out and steps were being taken to implement the same.

**Wage Board for Sugar Industry**—Of the 140 sugar factories covered by the recommendation of the Central Wage Board for Sugar regarding interim relief to workers, 108 had already begun implementing the recommendation. The managements of the remaining 32 factories were being persuaded by Government to implement the recommendation.

**Wage Census**—The field survey in connection with the collection of data relating to Wage Census Scheme was completed on the 31st August 1959. In all, 2,948 establishments were covered.

**Pay Commission's Report**—The Central Pay Commission submitted its report to the Government of India in August 1959.

### 3 INDUSTRIAL RELATIONS

The number of industrial disputes workers involved therein and number of man-days lost during the quarter were 362, 1,56,500\* and 12,36,918\* lakhs respectively as against 391, 1.83 lakhs and 15.27 lakhs respectively during the previous quarter.

Important among the industrial disputes; that occurred during the quarter were those in Orient General Industries Ltd., Calcutta New Era Fabrics Ltd., Bombay and Machinery Manufacturing Co. Ltd., Calcutta.

The Union Labour Ministry has evolved some "Model" principles to govern the reference of labour disputes to adjudication. The main idea underlying these principles is that adjudication should be resorted to only when all other modes of settlement have been exhausted.

### 4 IMPORTANT DECISION

An authoritative interpretation of the words "in another part of the establishment" occurring in Clause (iii) of Section 25-E of the Industrial Disputes Act, was laid down for the first time by the Supreme Court, when an appeal of Associated Cement Cos. Ltd., was allowed during the quarter under review. The Court held, "that for considering whether the limestone quarry was or was not a part of the factory several points such as ownership, control and supervision, finance, management and employment, geographical proximity and general unity of purpose, and functional integrity with particular reference to the industrial process of manufacturing cement had to be considered." It was further held that "it is perhaps impossible to lay down any one test as an absolute and invariable test for all cases. The real purpose of these tests is to find out the true relation between the parts. " if in their true relation they constitute one integrated whole, we say that the establishment is one.

### 5 LEGISLATION

The Government of Madras enacted the Payment of Wages (Madras Amendment) Act, 1959 which received the assent of the

\* Provisional

† For further details, see *Indian Labour Gazette*, September, 1959, p. 27.

President on the 9th August 1959. In Madhya Pradesh, an Act known as the Madhya Pradesh Industrial Workmen (Standing Orders) Act, 1959 received the assent of the President on the 29th July 1959. In West Bengal, a Bill\* entitled 'The Welfare Institutions Bill, 1959' was introduced in the West Bengal Legislative Assembly. The Government of Jammu and Kashmir published in the State Gazette the Jammu and Kashmir Shops and Commercial Establishments Bill, 1959 and the Jammu and Kashmir Employment (Standing Orders) Bill, 1959 for general information.

#### 6. COMMITTEES AND CONFERENCES

The 17th Session of the Indian Labour Conference was held at Madras from the 27th to 29th July 1959. The Conference was presided over by Shri Gulzari Lal Nanda, Union Minister for Labour and Employment. The main items discussed at the Conference were industrial relations, service conditions of domestic servants, and trade unions. Important recommendations and conclusions arrived at the Conference have been published in the August 1959 issue of the Indian Labour Gazette.

The Central Implementation and Evaluation Committee met in New Delhi on the 13th August 1959. The Committee *inter alia* discussed the question of constituting tripartite machinery to scrutinise appeals to Courts arising out of industrial disputes and came to the conclusion that it would not be practicable to set up a centre for this purpose.

A meeting of the Housing Secretaries of the Northern region was convened by the Union Housing Ministry at Nainital towards the close of the quarter to enable the Central Working Group on Housing and Urban Planning to ascertain the views of Working Groups of the four States of Uttar Pradesh, Punjab, Rajasthan and Kashmir.

#### 7. OTHER IMPORTANT EVENTS

It was decided at a tripartite meeting held on the 9th August 1959 that the Gorakhpur Labour Organisation, which was responsible for supply of labour to certain coal mines should be abolished and its recruitment function be transferred to the Employment Organisation. It was also decided that a Committee should be set up to consider all aspects of recruitment, training and welfare of entire coalfield labour.

The Union Labour Minister announced at a meeting of the Informal Consultative Committee of Parliament on Labour in Delhi that it was proposed to amend the Trade Unions Act with a view to making it obligatory for unions to prescribe a minimum membership fee of four annas a month. This, he said, would improve the finances of trade unions and also put them on a proper footing. Shri Nanda told the Committee that the scheme of workers' participation was in force in 36 units in the country at present. He also stated that in view of the greater stress that was being placed on mediation and arbitration for settling industrial disputes, officers of the Central and State industrial relations machinery had been instructed to help bring about settlement through arbitration where conciliation failed. A panel of

\*For details, see *Indian Labour Gazette*, September 1959, p. 260.  
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arbitrators was being drawn up for this purpose. He informed the Committee that the Government were contemplating a scheme for training of Conciliators as also a refresher course for existing Conciliation officers so that they might be properly equipped to carry out their duties.

In a Memorandum to the Union Ministry of Labour and Employment the All India Organisation of Industrial Employers is reported to have pointed out that measures proposed by the Government such as the enhancement of the rate of contribution to the provident fund from 6½ per cent, to 8½ per cent, will accelerate the trend towards higher costs of production.

## MONTHLY LABOUR NEWS—AUGUST, 1959

### EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows —

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded a decline by 47,017 i.e. by 17.7 per cent. At the end of the month, the number of applicants on the Live Registers was 13,77,096 as against 13,47,314 at the end of the previous month, thus registering an increase of 29,782 i.e. by 2.2 per cent.
- (ii) The total number of vacancies notified to the Exchanges declined by 4.9 per cent. The number of vacancies notified declined in the public sector and increased in the private sector. Of the total number of vacancies notified to the Exchanges 87.3 per cent, were in the Government and quasi-Government establishments and Local Bodies. The number of employers utilising the services of the Exchanges declined from 8,220 during the previous month to 7,673 during the month under review, i.e. by 6.7 per cent.
- (iii) The particulars of 1,49,781 applicants as against 1,54,784 during the previous month were forwarded for the available job opportunities. The number of placements effected during August 1959 was 24,070 as compared to 25,827 in July 1959, thus recording a decline of 6.8 per cent.

The relevant statistics are presented in the following table —

	August 1959	July 1959
Registrations . . . . .	2,48,309	2,67,326
Number of applicants on the Live Registers	13,77,096	13,47,314
No. of employers utilising the services of the Employment Exchanges	7,673	8,220
Vacancies notified . . . . .	11,709	36,541
Placements effected . . . . .	24,070	25,827

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 64 closures in 50 of which 1,447 workers were affected, as against 37 closures affecting 5,445 workers in 27 cases in the preceding month. Of the 64 closures, 8 were due to end of season, 3 to shortage of raw material, 2 to economic reason and one each to shortage of work and labour trouble. The reason for the other closures are not known.

(c) *Retrenchments*—In the States supplying information, there were retrenchments in 36 units affecting 2,350 workers. In the previous month retrenchments were reported from 29 units affecting 375 workers. The main reasons for retrenchment during the month under review were completion of work, non-availability of raw material, slackness in business, shortage of work, defect in machinery, etc.

(d) *Lay Off*—In the States supplying information, 26 units laid off 10,982 workers mainly due to shortage of raw material, shortage of coal, slackness in business and shortage of power.

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information, 52 new factories were registered in 44 of which 2,161 workers were proposed to be employed. In Orissa, one factory reopened after closure providing employment situation.

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation.

### WORKING OF LABOUR LAWS

For securing proper compliance with the provision of various labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The table below shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of August 1959 under the Factories Act, Payment of Wages Act, Minimum Wages Act and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of trade unions registered, etc., under the Indian Trade Unions Act, 1926, are given in a separate Table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946 and the Workmen's Compensation Act 1923 etc., is given in separate paragraphs.

**Establishments Inspected, Prosecutions launched etc. under certain Labour Laws in August 1959**

(a) Number of establishments inspected

(b) Number of prosecutions launched

(c) Number of convictions obtained

State	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Andhra Pradesh	406	3	43	234			244			18,312		
Assam	23			18			10	1		352		
Bihar							79			1,910		
Bombay†				1			113			376		
Kerala	313	11		146			724			3,225	8	1
Madhya Pradesh†	192	5					239	60		3,603	203	243
Madras	754	34	21	930	3	2	709			70,346	111	90
Mysore	138		13				207			4,409	17	31
Orissa	37			24			59			38		
Rajasthan†	61	3	2	25	3		163					
West Bengal					22	16				7,196	320	325
Delhi*							408	10	5	2,013	274	207
Tripura*							16			15	2	

\*Union Territories

†Information relates to July, 1959

N.B.—Information has not been received from the States of Jammu and Kashmir, Punjab and Uttar Pradesh.

**Number of Trade Unions registered, etc., under the Trade Unions Act 1926 during August 1959**

State	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
Andhra Pradesh		18	2	
Assam	184	3		187
Bihar @	595	2		597
Bombay	1,870	29	4	1,895
Jammu & Kashmir				
Kerala		16		
Madhya Pradesh@		3		
Madras	998	8		1,006
Mysore	414	8		422
Orissa		3		
Rajasthan				
West Bengal	1,882	32	2	1,912
Delhi*	358	3		361
Tripura*	31			31

\*Union Territories

@ Information relates to July, 1959

N.B.—Information has not been received from the States of Jammu and Kashmir, Punjab and Uttar Pradesh.



**Industrial Employment (Standing Orders) Act, 1946**—In *Andhra Pradesh*, two standing orders were certified during the month under review. In *Madras*, two standing orders were certified bringing the total number of standing orders certified to 781. In *West Bengal*, nine draft standing orders and three proposals for amendment were received. Another three standing orders and five proposals for amendments were certified.

**Workmen's Compensation Act, 1923**—In *Andhra Pradesh*, an amount of Rs. 51,244.12 was paid as compensation in respect of fatal cases and Rs. 3,468.00 in respect of non-fatal cases during the month. In *Kerala*, an amount of Rs. 24,255.22 was disbursed towards compensation in thirteen cases. In *Madras*, a sum of Rs. 23,028.00 was paid as compensation arising out of nine fatal cases and Rs. 1,973.33 for three permanent disablement cases. In *Delhi*, out of a total of 39 cases for disposal arising out of awards and agreements seven cases were disposed of by the Commissioner for Workmen's Compensation Act.

**Workers' Education**—In *Andhra Pradesh*, workers' education classes in Hindi, Urdu, Telugu and English were continued to be held during the month under review. Libraries in these centres were largely attended by workers. In *Mysore*, 1,409 trainees in engineering trades and 34 in non-engineering trades received training at the various Industrial Training Institutes and centres in the State. Fifty trainees were selected to undergo training under the National Apprenticeship Training Scheme and were posted in the Gold Mines at Oorgaum and the Mysore Iron and Steel Works, Bhadravathi. In *West Bengal*, craft training classes, such as sewing, knitting and leather work classes were held in the plantation centres as usual under the Plantations Labour Scheme.

**Labour Welfare**—In *Andhra Pradesh*, cinema shows were arranged at the various welfare centres and hygiene classes for women were held at the Vijayawada welfare centre. Free milk was distributed to children and expectant mothers in various welfare centres. In *West Bengal*, 31 Labour Welfare Centres functioned during the month under review and were attended by 92,664 workers. Among the important activities of the centre were lectures on social subjects, cultural and music programmes. In *Delhi*, usual labour welfare activities were conducted in all the eight labour welfare centres. Special music programmes, film shows on family planning and sewing classes for ladies were organised at the Shahdara welfare centre. Literacy classes were attended by 1,000 workers at the different centres.

**Independence Day celebrations** and indoor and outdoor games were among the popular activities of all the welfare centres in the reporting States.

**Industrial Housing**—In *Delhi*, eligible Industrial workers were given possession of 62 quarters at the Industrial Housing Colony, Najafgarh Road, New Delhi. Since the resumption of allotment, the total number of quarters made available to workers was 387 as on 31st August 1959. The total number of houses so far occupied by qualified workers came to 1,219 and the number of houses lying vacant at the end of the month was 161.

**Committees, Conferences and Enquiries**—In *Andhra Pradesh*, the first meeting of the Liaison Committee discussed the general labour situation in the State. The Standing Committee of the Productivity

Council and the Minimum Wages Enquiry Committee on Oil Industry held their routine meetings. In Assam, a conference of all Labour Officers and Labour Inspectors of the State discussed the implementation of the Plantations Labour Act, Code of discipline in industry, efficiency and productivity in industry and industrial relations. In Kerala, the Industrial Relations Committee for the Tile Industry discussed the question of Bonus for 1958 and decided that a minimum rate of 4 per cent of the total earnings of the workers should be paid as bonus by all establishments in the tile Industry save in exceptional adverse circumstances relating to particular establishments. This will not apply to establishments where bonus for the year had been finally settled. The Industrial Relations Committee for Timber Industry resolved at its meeting that workers in the Saw Mill Industry should be granted an interim relief or increase of one anna in their wages with effect from 1-4-1959 if they did not get any increase this year. The Committee also resolved that a minimum rate of 8½ per cent. of the basic wages of the workers should be paid as bonus by all timber industry establishments save under exceptional circumstances, at least one week before the Onam festival. The Industrial Relations Committee for Oil Milling Industry recommended that a special officer should examine the writ petition filed by the employees for fixation of Minimum Wages and make an assessment of the situation. The sub-Committee for Saw Mills constituted in September last year submitted its report. In Madras, the State Housing Board revealed the progress made in various State Housing Schemes. A Conference of the employers' and employees' representatives of the Beedi Industrial Premises in Madras State discussed matters relating to the implementation of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958. The State Liaison Committee discussed matters relating to fixation of minimum rates of wages for Mica Mines and the labour situation in the strike affected Madura Mills. The State Labour Advisory Board discussed subjects relating to the Madras Industrial Establishments Bill, 1958, statutory backing for Wage Board decisions and the Pay Roll Saving Scheme.

In Mysore, the Minimum Wages Committee for Agriculture toured various districts of the State in connection with the enquiry for fixation of Minimum rates of wages for agriculture. The Minimum Wages Committees for Public Motor Transport discussed in detail several aspects with regard to the revision of minimum rates of wages to different categories of employees. The Minimum Wages Advisory Committee for Plantation workers undertook an enquiry at Coorg.

In Orissa, the Central Liaison Committee discussed matters relating to conciliation in mines by the State Conciliation Machinery, appointment of State Conciliation Machinery as Conciliation Officers in respect of quarrying industries, exchange of reports by the State and Central agencies, and ways and means of achieving co-ordination as regards adoption of welfare measures in the mining areas.

In West Bengal, the Calcutta Dock Labour Board considered creation of posts of medical officers, nurses and other staff for the Boards hospital and also framing rules governing grants of benefits to workers suffering from Cancer and Mental diseases. The State Evaluation Committee reviewed the working and the difficulties encountered in the proper enforcement of the Payment of Wages Act.

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING AUGUST, 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in August, 1959, there were 98 fresh disputes. In 89 of these disputes, for which information on number of workers involved and man-days lost both were available, the maximum number of workers involved was 47,999 in units normally employing 77,317 workers. The figures for the previous month were 93 fresh disputes, maximum number of workers involved in 91 disputes was 28,542 in units normally employing 70,829 workers. The number of disputes current at any time during the month was 141. In 132 of them the maximum number of workers involved was 66,437 in units normally employing 1,00,548 workers. The figures for the previous month were 139 current disputes, maximum number of workers involved in 137 disputes 58,756 in units normally employing 1,04,880 workers. The average number of workers involved in 130 current disputes during August, 1959, was 63,716. In the preceding month the average number of workers involved was 55,121 in 137 current disputes. The man-days lost were 3,96,789 during August, 1959, and 6,85,279 during the preceding month. The time loss during August, 1958 and the monthly average time-loss during the year 1958, were 6,55,692 and 6,49,799 respectively. The average duration of disputes current at any time was 6.2 days during August, 1959 and 12.4 in the preceding month.

Eighteen of the current disputes resulted in lock-outs. These involved 8,572 workers and accounted for a time-loss of 74,771 man-days during the month. West Bengal accounted for 9 lock-outs, Madras 3, Mysore 2, Uttar Pradesh 1, Bombay 1 and Kerala 2.

One hundred and fifteen disputes terminated during the month of August, 1959. Of these 74 lasted for not more than five days each and only 19 lasted for more than thirty days each. The workers were completely or partially successful in 46 cases that terminated during the month. They were unsuccessful in 24 cases. The results were indefinite in 31 cases and not known in 14 cases. Among the important causes of fresh disputes may be mentioned "Wages and Allowances" in 28 cases and "Personnel" in 21 cases. During the month under review, a time-loss of 2,50,047 man-days out of the total of 3,96,789 i.e. 63.0 per cent was accounted for by the Manufacturing industry group. Mining and Quarrying and Electricity, Gas, Water and Sanitary Services followed next with time-losses of 1,00,950 and 14,862 man-days respectively i.e. 25.4 and 3.7 per cent. of the total. Time-losses in other major groups of industry were comparatively low. By individual industries, considerable time-loss was recorded in Cotton Mills (59,971 man-days), Silk Mills (19,650 man-days), Electrical Machinery (27,970 man-days) and Iron and Steel (17,910 man-days), under the Manufacturing group, Coal Mines (28,390 man-days) and Stone Quarrying, Clay and Sand Pits (72,000 man-days) under the Mining and Quarrying group and Hydro-electric Projects (12,662 man-days) under Construction.

West Bengal recorded a time-loss of 1,12,641 man-days during the month. This was the highest among all the States. Next in order came Andhra, Bombay, Madras and Mysore with time losses of

93,409, 78,187 31,177 and 24,832 man-days respectively. Compared to the previous month, the time-loss slightly increased in Rajasthan, Punjab and Assam, by 9,506, 1,269 and 678 man-days respectively. It decreased in the remaining States.

Regarding the Industrial relations in the States there was nothing special to report

#### DETAILS OF IMPORTANT DISPUTES

The strike in Orient General Industries Ltd, Ghore Bibi Lane, Calcutta (A I T U C), reported earlier came to an end on 31st August 1959 through direct negotiation between the strikers and the Management, after continuing for nearly five months. The strike caused a total loss of 1 36,000 man-days, of which 26,000 were lost in the month under review

The strike in Machinery Manufacturing Co Ltd, Circular Road, Calcutta (A I T U C), reported earlier, was still in progress at the end of the month and caused a time-loss of 26,000 man-days during the month under review. The workers of the Vishnu Cotton Mills and two other textile mills of Sholapur, (I N T U C) struck work on the 23rd August, 1959, as a protest against the adverse decisions of the Industrial Court regarding their dearness allowance. The court declared its decision on 21st August, 1959 and the strike started on 23rd August, 1959. About 9,852 workers were involved in it. The strike came to an end on 28th August 1959 resulting in a time-loss of 35,937 man-days. This strike accounted for a loss of Rs 1,24,260 as wages and Rs. 6,64,940 as loss in production. The strike in Sree R. B. Sreeram & Co, Ferre Alloy Corporation, Ganudi, Andhra (I N T U C) which was continuing from the previous month, came to an end on the 16th August, 1959 through conciliation by the Labour Commissioner, Andhra. The strike caused a total loss of 26,880 man-days, of which 14 560 were lost during the month under review. On the 10th August, 1959, about 4,000 workers of Nagarjunsagar Dam-querry, Vijaypur, Andhra (A I T U C) struck work demanding for an increase in the rates of their wages. The strike was continuing at the end of the month. About 72,000 man-days were lost during the month under review. The strike in Chirimiri Colliery, Madhya Pradesh (I N T U C) which was continuing from May, 1959, came to an end on the 12th August, 1959, through mutual settlement between the strikers and the management. The strike accounted for a total time-loss of 99,709 man-days a total loss of Rs 3,45,600 as wages and Rs 13,68,000 as loss in production. The loss in man-days, wages and production during the month under review were 14,400, 33,600. and 1,71,000 respectively.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of August, 1959, was 71 (Provisional) as against 175 (Revised) in the preceding month.

# SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during August, 1959 and the number settled or investigated by them:—

State	Number of Complaints Received during the Month Relating to								No. of com- plaints settled or investi- gated*
	Wages & Allowances	Bonus	Per- sonnel	Retren- chment	Leave & Hours of Work	Others	Not known	Total	
Assam	59	9	61	11	24	77	—	241	203
Bihar	27	—	8	—	—	—	—	33	33
Kerala	179	66	80	—	35	88	—	451	301
Madras	152	39	256	20	10	213	—	740	702
Mysore	89	13	73	35	7	31	7	235	86
Orissa	17	11	12	3	10	1	3	57	54
Punjab	5	—	—	—	—	—	—	5	5
Delhi						..		216	216

\*Includes outstanding cases of the previous month, if any

Source—Monthly Labour News submitted by State Governments.

## QUESTIONS AND ANSWERS IN PARLIAMENT

[The information given in the following paragraphs has been summarised from the replies given during the monsoon session of Parliament]

**Legislation for Motor Transport Workers**—The Central Government has finalised the details of the proposed legislation to regulate the working conditions of motor transport workers. It is expected that the Bill will be introduced in the next session of Parliament (August 24, 1959).

**Central Legislation on Maternity Benefit**—The Central Government proposes to introduce central legislation to prescribe uniform standards in the matter of maternity benefit. (August 14, 1959).

**All India Working Class Family Budget Survey**—Out of 23,000 families to be covered under the All-India Working Class Family Budget Survey, about 19,100 families had been surveyed up to June 1959. It was expected that the survey would be concluded by the end of the current year (August 20, 1959).

*Contribution to Coal Mines Provident Fund*—It is estimated that an additional financial burden of the order of Rs 75 lakhs per annum will have to be borne by the coal industry if the contribution to the Coal Mines Provident Fund is raised from 6½ to 8½ per cent. (August 24, 1959)

*Steering Group on Wages*—The Steering Group has technically examined the question of (1) replacement costs and (2) the concept of labour costs. The Group last met on the 16th July 1959. The Steering Group has also decided that the experimental wage maps for Bombay and Kanpur will be drawn up after the data from the Wage Census scheme of the Labour Bureau become available (August 24, September 1, 1959)

*Interim Relief to Workers in Sugar Industry*—Of the 140 sugar factories covered by the recommendations of the Central Wage Board for Sugar Industry regarding grant of interim relief to workers, 103 had already started implementing it. The managements of the remaining 32 factories were being persuaded by Government to implement the recommendation (September 1, 1959).

*Bonus to Colliery Workers*—On the question of paying bonus to colliery workers, a pilot enquiry was conducted at Jharia coalfield for finalising all technical and operational details and the results of this enquiry were being analysed. The main survey will start shortly (August 28, 1959)

*Workers' Education Scheme*—The training of first batch of worker-teachers in Delhi under the 'Workers' Education Scheme' was concluded in July, 1959. The other centres where worker-teachers were being trained are—(1) Alwaye, (2) Bombay, (3) Bangalore (4) Calcutta, (5) Dhanbad, (6) Hyderabad, (7) Indore, (8) Kanpur and (9) Nagpur. It has also been decided to open centres in other industrial towns wherever it will be found necessary to do so (August 28, 1959).

*Labour Information Centre, Delhi*—Preliminary steps for the opening of a Labour Information Centre in Delhi had been taken. Research work particularly analysis of awards of Labour Appellate Tribunals as also those received from other States under different heads has already started. The centre will furnish information on current labour topics to employers and employees who approach the Delhi Administration for the same. (September 4, 1959)

*Noamandi Mines*—As a result of mechanisation of Noamandi mines of Messrs TISCO nearly 5,000 workers were to be retrenched with effect from the 12th September, 1959. At the intervention of the Union Ministry of Labour and Employment the company agreed to absorb 2,000 workers in other employment. The Ministry is exploring other avenues of employment for the remaining 3,000 workers (August 28, 1959)

*Part-Time Jobs in Delhi*—A Scheme to provide part-time jobs has been introduced in the Employment Exchange at Delhi. Fifteen persons had been provided such jobs till 31st July 1959 (August 28, 1959).

*Labour Participation in Management*—The scheme of labour participation in management had been introduced in 20 undertakings up to August 1959 (September 1, 1959)

**Verification of Trade Union Membership**—The verified figures of membership of the Central Trade Union Organisations, as on the 31st March, 1959 were—(1) INTUC—8,98,527, (2) AITUC—5,17,306, (3) HMS—1,84,084 and (4) UTUC—80,345 (September 4 1959)

### EMPLOYEES' STATE INSURANCE SCHEME DURING 1958-59

Under the aegis of the Employees' State Insurance Scheme, facilities relating to medical care to the families of insured persons were extended in the States of Mysore, Andhra Pradesh, Assam, Bihar, Madhya Pradesh, Punjab and Rajasthan, during 1958-59. As a result of these extensions 2.26 lakhs family units or 6.33 lakhs additional persons were benefited by the Scheme. At the close of the year 1958-59, the total number of employees covered by the scheme was 14.14 lakhs including 78,000 covered during the year. The scheme was in force at 79 centres in 12 States and the Union Territory of Delhi as compared with 60 centres in 10 States and Delhi at the end of the previous financial year. The rate of employers' special contribution remained unchanged during the year. The employees' contribution and the employers' special contribution received during the year amounted to Rs 3,81,11,950 and Rs 2,90,24,081 respectively as against Rs 3,52,35,954 and Rs 2,83,41,328 during 1957-58.

The Valuation Report on the Corporation for the first quinquennium, i.e., 1949-54, received during the year confirmed the sound financial position of the scheme. The year had also been satisfactory from the point of view of the administration of the scheme. The question of increasing the rates of employers' special contribution was also considered by the Corporation during the year and it was decided that the increased rates might be levied if it was not found possible to meet the increased expenditure involved from the current revenues or if the Valuation Report for the first quinquennium showed that the rate of employers' special contribution needed to be enhanced.

### TRAINING OF CRAFTSMEN UNDER THE THIRD PLAN

In a recent meeting of the State Representatives for the training of craftsmen during the Third Five Year Plan it was recommended to create one lakh additional seats in the Industrial Training Institutes and Centres. They suggested that 40,000 seats should be provided for by increasing the capacity of the existing Institutes, 50,000 by opening new Institutes and 10,000 by expanding private training centres.

As compared with 59 Industrial Training Institutes at the beginning of the Second Plan Period, there were now 142 Institutes in various parts of the country. The number of seats in these institutions had increased from 10,500 to 36,800. By the end of the Second Plan period, it was proposed to have in all 40,000 seats for the training of craftsmen. In addition, 3,000 seats had been provided under the Work and Orientation Scheme for the educated unemployed and another 4,000 for training of displaced persons. Thus, the total capacity for the training of craftsmen by the end of the 2nd Plan period would be 47,000 seats.

## ABOLITION OF GORAKHPUR LABOUR ORGANISATION

In pursuance of a decision taken at a tripartite meeting of representatives of the coal industry, workers' organisations and Government held at New Delhi on August 9, 1959, an Informal Committee of Members of Parliament has been set up to draw a scheme for implementing the decision to abolish the Gorakhpur Labour Organisation. In working out the scheme, the committee will take into account the following considerations: (i) there should be no distinction between Gorakhpur labour and other employees at work sites, (ii) as many of the existing facilities as possible should be made available to future recruits, and (iii) there should be security of employment for existing workers recruited through the Gorakhpur Labour Organisation, even after its abolition.

The Union Deputy Minister for Labour is the Chairman of the Committee.

## STUDY OF EMPLOYMENT TRENDS

According to the National Employment Service of the Ministry of Labour and Employment, the proportion of applicants seeking educational jobs through Employment Exchanges more than doubled itself during the period July 1953, to June 1958. The study also revealed a conspicuous increase in the proportion of unskilled applicants on the Live Register during the period. On the other hand, the proportion of applicants under the 'industrial supervisory', 'skilled and semi-skilled' and clerical' categories showed a decline. The proportion of applicants in the 'domestic service' category remained practically constant during the period.

During the period July 1957, to June 1958, the Live Register showed a remarkable rise in West Bengal (42,790), Bombay (36,763), Kerala (26,976), Uttar Pradesh (25,326) and Madras (20,175). These five States accounted for 68 per cent of the increase in the all-India Live Register. The size of the Live Register in the other States also showed a rise although the extent of increase was not considerable.

The monthly rate of growth of the all-India Live Register which had shown a fall from 1955 to the middle of 1957 increased thereafter. The rate of growth rose from 6,408 per month in 1956 to 23,233 in 1958 (January to June). A rapid increase in the number of monthly registrations at the Exchanges was one of the primary factors responsible for the growth of the Live Register. The opening of 44 additional Exchanges during July 1957, to June 1958, also contributed to the swelling of the Live Register. Another important factor was the fall in the proportion of registrations lapsed during the year ended June 1958. According to the study, this indicated that a greater proportion of applicants were now keeping their registrations 'alive' by renewing them after every two months.

## MEETING OF THE LABOUR ADVISORY BOARD, MADRAS

A meeting of the Labour Advisory Body, Madras was held on 29th August, 1959, wherein the pay-roll saving scheme as suggested by the National Savings Commissioner was unanimously approved. Under the scheme, against a written agreement given by an employee, the employer is empowered to deduct a portion of the wages and invest it in Postal Savings, Small Savings or the Cumulative



Time Deposit Scheme. The Board recommended withdrawals from the provident fund for the recognised Industrial Housing Schemes and also urged that there should be no delay in registering workers' housing co-operatives. The Board unanimously decided to recommend to the Government of India to amend the definition of the term 'employee' to enable persons who have ceased to be employees to get the benefits of section 20 of the Minimum Wages Act, by which an employee has the right to claim the difference between the statutory minimum wages and his wages, if it is less. It was also decided to convene a special conference to discuss the need for legislation to compel employers to provide houses to workers at a fixed percentage each year.

#### AGREEMENT BETWEEN THE LIFE INSURANCE CORPORATION OF INDIA AND THE ALL INDIA INSURANCE/LIFE INSURANCE EMPLOYEES' ASSOCIATION.

An agreement was signed by the Life Insurance Corporation of India and the All India Insurance/Life Insurance Employees' Association on 2nd July, 1959 regarding such staff of the Corporation who drew a basic salary of Rs. 500 or less per month and belonged to the supervisory, clerical and subordinate grades. The salient features of the agreement are as follows.—

The Free Insurance Scheme of the Corporation will be withdrawn but any employee who had benefited by it and who desired to continue the same will be issued an individual policy under the Corporation's Staff Insurance Scheme for the same original amount and the same plan and term as was applicable to him under the Free Insurance Scheme. The policy will be dated back 1st January, 1957. The employees who had not availed of the benefit of the Free Insurance Scheme will be allowed to take policies under the Corporation's Staff Insurance Scheme dated 1st January, 1958. Such employees will be at liberty to pay the premium for the policy out of the amount of cash bonus and/or from his own provident fund contribution and/or from his salary. They will also be entitled to take out additional Insurance Covers and pay the premium amounts likewise.

An annual cash bonus will be paid to the employees in the above three grades in respect of the period 1957—61 at the rate of  $1\frac{1}{2}$  month's basic salary of the employee as on 31st December of the year to which the bonus relates. Only permanent employees who had put in twelve months' service as on 31st December of the year to which the bonus relates shall be paid bonus. A proportionately reduced bonus shall be paid to employees who died or retired or were retrenched from service during the year and those who joined during any year and had put in six months' service as on 31st December of the declared bonus year. Proportionate bonus will be paid to those employees who have been transferred from the Development to the Administration side or vice versa.

A new Assurance Scheme will be introduced for the benefit of the permanent employees in these grades. The Initial Insurance Cover for the supervisory and clerical staff will be Rs. 3,000 and for the subordinate staff Rs. 1,500 with an increase of Rs. 1,000 and 500 respectively at the end of every subsequent five years till the maxima

of Rs 8 000 and 4 000 respectively are reached The respective Insurance amounts for those who have completed 30 years' age but not 45 years as on 1st January 1957 will be Rs. 2,000 and Rs 4,000.

The Scheme will be deemed to have come into force with effect from 1st September 1956 In the case of such persons who died since 1st September, 1956 and are entitled to receive gratuity in terms of the standing orders benefit under this scheme will be paid in addition to bonus provided no benefit had accrued to the employee under the Free Insurance Scheme

## NEWS IN BRIEF

### INDUSTRIAL COMMITTEE ON PLANTATIONS

A meeting of the Industrial Committee on Plantations is scheduled to be held on 23rd and 24th October, 1959 at Calcutta. The Committee will discuss (i) Action taken on the decisions of the 8th session of the Industrial Committee on Plantations, (ii) setting up of a Wage Board for the Plantation industry, (iii) modifications to the Code of Discipline in industry to suit the needs of both workers and employers (iv) problem of housing for plantation workers, (v) Employment position in plantation industry, and (vi) Norms of wage fixation for the plantation workers Besides, the Committee will also consider a memorandum prepared by the Government of West Bengal.

### JOINT MANAGEMENT COUNCIL FOR DELHI D. D. T. FACTORY

The Hindustan Insecticide Factory is the second\* public sector undertaking where a Joint Management Council has been constituted to enable the workers to participate actively in management The Council was set up as a result of an agreement between the workers and management and was inaugurated on 30th September, 1959. The Council consists of three representatives each of the workers and the management and will be consulted on such matters as retrenchment, rationalisation, closure or reduction of operations in the factory etc Questions such as wages, bonus, etc, which are subjects for collective bargaining, will not be within the scope of the Council

### COAL MINES PROVIDENT FUND SCHEME

The Scheme which came into force in May, 1947 has a membership of about 3 44 lakhs of colliery workers The total accumulations in the Fund till the end of June 1959, exceeded Rs 15 62 crores

### INCREASING PRODUCTIVITY OF COAL-MINING INDUSTRY

An eleven-man Indian coal-mining industry team consisting of 3 engineers and one coal-cutter from the public sector and 7 technical personnel from the private sector of the coal-mining industry left on 10th September, 1959 for a 7 week study-tour of the U.S.A., the

\*The first such Council was inaugurated in Hindustan Machine Tools at Jabalpur in June 1958.

U.K., France and West Germany The team which has been sponsored by the National Productivity Council under Technical Co-operation Mission programme will study the latest techniques in productivity.

### EMPLOYMENT EXCHANGES

Two hundred and thirty-six Employment Exchanges including one Employment Exchange for the handicapped at Bombay and four University Employment Bureaux at Aligarh, Banaras, Delhi and Trivandrum were functioning at the end of July, 1959.

### EMPLOYEES' STATE INSURANCE SCHEME

Medical benefits under the Employees State Insurance Scheme were extended to the families of insured persons in Khassa in the State of Punjab with effect from the 9th August, 1959.

### 43RD INTERNATIONAL LABOUR CONFERENCE

The International Labour Organisation, at its 43rd Session held recently in Geneva adopted three new Conventions dealing with working conditions of Fishermen and a Recommendation concerning the organisation of health services in places of employment. The Conference, *inter alia* passed a Resolution, jointly sponsored by the Government delegates of India and the U.S.A. concerning operational activities of the I.L.O. The Resolution calls for particular stress on I.L.O. regional activities

### NINTH SESSION OF THE INDUSTRIAL COMMITTEE ON PLANTATIONS

The ninth session of the Industrial Committee on Plantations will be held at Calcutta on the 23rd and 24th October, 1959 The main items of agenda are Housing for Plantation Workers, appointment of a Wage Board for the Plantation Industry and application of the Code of Discipline to the Plantation Industry.

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## CURRENT LABOUR LITERATURE

### (1) ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of Labour interest in Periodicals received recently in the Labour Bureau are mentioned below:—

*Monthly Labour Review* (United States Department of Labour), June 1959 and July 1959—Behaviour of the C. P. I. in Periods of Business Recovery: Two European Trade Union Seminars

*Industrial and Labour Relations Review* (New York State School of Industrial and Labour Relations at Cornell University Ithaca, New York), July 1959—Trade Union Development and Labour Relations Policy in the Philippines.

*International Social Security Association* (Published by the General Secretariat of the I S S A, 154, Rue de Lausanne Geneva), April 1959, June-July 1959, Problems of Sickness Insurance: Social Insurance in Israel

*Occupational Safety and Health* (Published by the International Labour Office, Geneva), January—March 1959—Collaboration between Engineer and Industrial Medical Officer in matters of safety and hygiene in a large undertaking

*American Labour Review* (Labour Attache, American Embassy, New Delhi), September 1959—The Vital Role of Research in Modern Unionism.

*Ceylon Labour Gazette* (Department of Labour, P.O. Box No 575, Lower Lake Road, Colombo 3), August 1959—The Need for Vocational Training

*The Indian Journal of Social Work* (Department of Publications, Tata Institute of Social Services, Chembur, Bombay 38), June 1959—Collective Bargaining And Voluntary Arbitration: Evolution of Industrial Law in India.

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#### (11) IMPORTANT BOOKS (MOSTLY PUBLISHED IN INDIA)

*Principles of Agricultural Problems*—By B N Pal, Kitab Mahal, Allahabad.

*The Twelfth Year of Freedom*—All India Congress Committee—All India Congress Committee, New Delhi

*Human and Social Impact of Technological Change in Pakistan*—A Report on a survey conducted by the University of Dacca and published with the assistance of UNESCO Vol. I and Vol II—By A.F.A. Hussain—Oxford University Press—Pakistan.

*Statistical Abstracts of Bombay State 1957-58*—Published by the Government of Bombay

*West Bengal Labour Year Book 1957*—Published by the Government of West Bengal.

*Lime Industry in India*—A limited survey of the Lime Industry and of organisations concerned with research in the use of Building Lime—National Buildings Organisation, New Delhi

*Minimum Wages, 1956*—Government of India, Ministry of Labour and Employment, Labour Bureau, Simla-4

*An Economic Guide to India*—Tata Iron and Steel Company, Jamshedpur,

*Large Industrial Establishments in India 1953 and 1954*—Government of India, Ministry of Labour and Employment, Labour Bureau, Simla-4.

### BOOK REVIEWS

*International Labour Office—Manual of Industrial Radiation Protection—Part II—Model Code of Safety Regulations (Ionising Radiation)*, pp. 54, Price 75 Cents or 45 6d.

At a time when radiation techniques are spreading very fast throughout industry in the world, the I.L.O. has rendered yeoman's service by publishing the review Model Code of Safety Regulations incorporating the most recent knowledge on the subject. The booklet, which contains the text of Chapter XI. Section 2 of the Model Code (published by I.L.O. in 1949) as amended in 1957, and Part II of the Manual of Industrial Radiation Protection which the I.L.O. has under preparation is bound to be of immense value as an aid to Governments and industry when drafting or revising their own regulations and safety codes.

To India in particular, which has recently embarked on a programme of safety consciousness, the provisions of the Code will naturally have an added importance.

Like all other publications of the I.L.O., the Manual has an attractive design and get up. Being moderately priced and handy, the book will serve a very useful purpose.

*International Labour Office—The Cost of Medical Care*—pp. 216; Price \$1 50 or 9Sh.

This is a welcome addition to the series of publications brought out by the I.L.O. The Study was undertaken on account of widespread apprehension in social security circles at the increase in the cost of medical care. The I.L.O., therefore, undertook a study of its cost under social security schemes in a number of European countries and U.S.A., Canada, etc. The main aim of the study was to examine the range and extent of the benefits provided and to estimate the real cost of medical care. The study is based on an analysis, in most cases covering periods ending in 1955, of the expenditure on medical benefits.

In spite of certain basic limitations viz., difference in currency units and range and extent of the provision of medical benefit, certain broad-based conclusions have been arrived at in regard to the cost of medical care in relation to the average income per economically active person and trends in expenditure of social security schemes. The study revealed that of the total cost on medical care, the share borne by social security schemes ranged from as little as

25 per cent to as much as 95 per cent.—the fluctuation being an indicator of the varying range of medical benefits and the proportion paid by the patient himself of the cost of care received under social security schemes. It also reflected the greater or lesser participation of the public authorities in the financing of hospital care. In countries where expenditure on social security has risen, the rise is mainly due to an increase in hospital-care which in turn would appear to be due to an increase in the amount of care provided and possibly to the introduction of more expensive equipment and methods of treatment. The study also dispels the common apprehension about the rise in the cost of medical care and suggests that it has not risen any faster than national income or reference wages

In a country like India where social security schemes are still in a stage of infancy, the publication may be helpful and provide food for thought and further planning to those concerned with such measures.

## STATISTICS

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N. B.—For Scope and Limitations of the Statistics presented, kindly see the January, 1959 issue of the *Indian Labour Gazette*.

2. The following symbols have been used throughout the Tables—

- .. Not available.
- Nil or Negligible.
- (B) Revised.
- (P) Provisional.

## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957 (P)	1958 (P) First half
Andhra Pradesh	2,04,339	1,97,440	2,13,457
Assam	74,698	72,415	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay]	10,51,878	10,75,944	9,88,928
Jammu & Kashmir	5,176		
Kerala	1,63,196	1,55,303	1,10,683
Madhya Pradesh	1,68,176	1,54,738	1,53,697
Madras	3,07,665	3,24,617	3,12,166
Mysore	75,105	1,12,618	1,32,982
Orissa	22,614	24,730	24,984
Punjab	91,083	99,147	88,878
Rajasthan	44,832	48,199	50,554
Uttar Pradesh	2,73,537	2,82,987	2,76,832
West Bengal	6,52,297	6,88,092	6,71,478
Andaman & Nicobar Islands	3,835	2,608	2,502
Delhi	51,073	57,337	57,236
Himachal Pradesh	1,054	1,173	1,307
Manipur	298	120	..
Tripura	1,901	1,033	1,473
Total	34,01,599		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu & Kashmir, Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available

Source—Chief Inspectors of Factories, State Governments

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Unskilled	Total
1	2	3	4	5	6
June 1958	70,990	2,36,297	1,52,067	2,43,434	7,03,298
July 1958	71,553	2,37,631	1,53,231	2,42,971	7,05,288
August 1958	71,734	2,38,110	1,54,007	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,55,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,55,961	2,43,211	7,10,553
November 1958	73,061	2,39,193	1,57,423	2,42,824	7,12,501
December 1958	73,801	2,39,577	1,57,410	2,43,471	7,14,259
January 1959	73,851	2,39,743	1,57,812	2,44,233	7,15,639
February 1959	73,749	2,40,519	1,58,225	2,44,452	7,16,945
March 1959	74,169	2,41,319	1,58,367	2,45,714	7,19,569
April 1959	74,605	2,42,260	1,58,933	2,45,987	7,21,805
May 1959	74,457	2,42,582	1,59,015	2,45,920	7,21,981
June 1959	74,991	2,43,292	1,59,648	2,45,979	7,23,720

N.B.—The information relates to Regular Establishments only.

Source—Directorate General of Recruitment and Employment.



TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING JULY, 1959

State	Total No. of Workers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
Andhra Pradesh . . . . .	13,679	5,677	3,449	1,720	10,826
Bihar . . . . .	766	399	253		652
Bombay . . . . .	4,98,177	2,40,656	1,54,119	37,081	4,32,776
Kerala . . . . .	11,407	5,435	2,825	1,462	9,722
Madhya Pradesh . . . . .	53,671	33,637	16,108	3,800	43,565
Madras . . . . .	1,21,142	61,078	33,777	10,546	1,05,401
Mysore . . . . .	31,471	16,349	8,335	1,776	26,460
Orissa . . . . .	5,317	1,752	1,265	1,210	4,227
Punjab . . . . .	9,657	3,719	2,170	1,811	7,700
Rajasthan . . . . .	11,068	5,628	3,102	609	9,339
Uttar Pradesh . . . . .	55,719	21,786	15,300	9,626	46,712
West Bengal . . . . .	45,685	21,119	12,733	7,189	41,041
Delhi . . . . .	19,896	5,974	6,868	4,601	17,443
Pondicherry . . . . .	8,729	2,843	1,859	1,208	5,910
Total (July 1959) . . . . .	8,84,396	4,16,652	2,62,163	83,599	7,61,814
Total (June 1959) . . . . .	8,63,433	3,99,822	2,49,723	82,185	7,31,730
Total (July 1958) . . . . .	8,97,042	4,21,998	2,62,612	81,768	7,66,378
Average (1958) . . . . .	9,00,166	4,21,916	2,62,339	82,905	7,67,150

Source—Office of the Textile Commissioner (Ministry of Commerce &amp; Industry) Govt. of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

	June 1959	May 1959	June 1958	Average 1958
1	2	3	4	5
<i>Under Ground</i>				
Average Daily Number of Workers Employed	2,03,536	2,10,553	2,05,646	2,08,025
Total Number of Man shifts Worked . . . . .	52,87,274	54,64,183	51,39,544	53,18,780
<i>Open Workings</i>				
Average Daily Number of Workers Employed	38,797	40,013	38,994	40,073
Total Number of Man shifts Worked . . . . .	10,08,757	10,43,025	9,91,741	10,47,835
<i>Surface</i>				
Average Daily Number of Workers Employed	1,13,236	1,13,326	1,14,758	1,14,721
Total Number of Man shifts Worked . . . . .	29,42,601	29,42,026	29,73,837	29,31,242
<i>Total</i>				
Average Daily Number of Workers Employed	3,55,569	3,63,922	3,593,94	3,63,899
Total Number of Man shifts Worked . . . . .	92,78,632	94,49,234	90,05,122	92,97,857

Source—Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED DURING JULY, 1959

State	No of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No of Mills
1	2	3	4	5	6
Andhra Pradesh .	2	1	4	6	13
Bihar . . . . .	1	1	1		3
Bombay . . . . .	19	9	56	114	199 (1)
Kerala . . . . .	—	—	5	8	13
Madhya Pradesh .	1	3	9	6	19
Madras . . . . .	4	2	69	57	133 (1)
Mysore . . . . .	4	—	6	6	17 (1)
Orissa . . . . .	2	—	—	1	3
Punjab . . . . .	1	—	1	5	8 (1)
Rajasthan . . . . .	4	1	4	2	11
Uttar Pradesh . . . . .	7	3	3	10	24 (1)
West Bengal . . . . .	2	2	5	21	30
Delhi . . . . .	1	—	—	3	4
Pondicherry . . . . .	—	—	—	2	3 (1)
Total (July 1959) .	48	22	163	241	480 (6)
Total (June 1959) .	54	21	184	214	480 (7)
Total (July 1958) .	45	34	182	205	477 (11)
Average (1958) . . .	41	33	162	213	478 (9)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on staple fibre.

Source—Office of the Textile Commissioner (Ministry of Commerce and Industry) Government of India.

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN JULY, 1959 (WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS)

State	No. of Weaving Departments of Composite Mills which during the month				
	Remained Closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . . .	—	—	—	2	2
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	14	5	122	32	173
Kerala . . . . .	—	1	3	1	5
Madhya Pradesh . . . . .	3	—	12	3	18
Madras . . . . .	8	2	10	5	25
Mysore . . . . .	6	—	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	3	1	9
Uttar Pradesh . . . . .	5	—	4	8	17
West Bengal . . . . .	1	—	11	5	17
Delhi . . . . .	1	—	—	3	4
Pondicherry . . . . .	—	—	1	2	3
Total (July, 1959) . . . . .	41	12	174	65	292
Total (June, 1959) . . . . .	42	13	172	65	292

Source—Office of the Textile Commissioner (Ministry of Commerce and Industry) Government of India.

## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING AUGUST, 1959

State	No. of Exchanges at the End of the Month	No. of Registrations during the Month	No. of Applicants Placed in Employment during the Month	No. of Applicants on the Live Registers at the End of the Month	No. of Employers Using the Exchanges during the Month	No. of Vacancies Notified during the Month	No. of Vacancies Being Dealt with at the End of the Month
1	2	3	4	5	6	7	8
Andhra Pradesh	19	12,853	1,694	90,100	574	2,304	5,025
Assam	12	5,047	236	34,148	106	490	1,820
Bihar	21	19,635	1,927	62,670	288	1,634	9,073
Bombay	34	29,918	2,734	1,99,709	1,226	4,689	14,111
Delhi	1	10,031	430	73,456	372	917	2,240
Himachal Pradesh	2	709	126	3,483	34	113	248
Jammu & Kashmir	2	870	35	2,069	36	106	320
Kerala	9	8,728	730	1,21,382	239	1,109	2,277
Madhya Pradesh	15	12,270	1,621	53,236	357	2,499	8,518
Madras	13	19,267	3,653	1,35,699	975	3,460	6,144
Manipur	1	1,096	102	7,371	16	70	423
Mysore	11	7,377	758	48,319	283	1,148	3,457
Orissa	9	5,421	362	20,789	103	680	3,605
Pondicherry	1	292	6	2,180	7	26	137
Punjab	19	18,543	2,460	64,297	933	4,831	6,526
Rajasthan	14	9,902	2,165	48,707	378	3,055	6,777
Tripura	1	497	48	3,427	19	336	457
Uttar Pradesh	33	45,639	4,391	1,84,790	1,128	3,598	9,735
West Bengal	17	19,304	1,247	2,19,262	234	1,268	6,291
Central Government Establishment Coordination Office.	—	—	—	—	75	217	2,120
Total (August 1959)	234*	2,18,309	24,070	13,77,006	7,673	34,759	89,403
Total (July 1959)	232*	2,65,316	25,627	13,47,314	8,220	36,541	99,328
Total (August 1958)	204	2,07,731	20,994	11,28,741	6,643	30,941	61,042
Average (1958)	200	1,83,637	19,443	10,49,176	6,485	30,407	57,775

\*In addition, four University Employment Bureaus at Delhi, Trivandrum, Aligarh and Varanasi were functioning at the end of July 1959.

Source—Directorate General of Recruitment and Employment.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING AUGUST, 1959

State	Number of Applicants on Live Registers Seeking Employment Assistance in							
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	Total
1	2	3	4	5	6	7	8	9
Andhra Pradesh	465	3,643	25,577	6,306	3,234	44,172	6,703	90,100
Assam . .	277	3,235	5,223	106	569	23,288	1,450	34,148
Bihar . .	497	7,485	11,818	442	1,820	38,228	2,380	62,670
Bombay . .	1,942	10,113	65,987	10,053	5,652	92,810	13,152	1,99,709
Delhi . .	1,866	5,731	19,578	3,790	7,549	31,658	3,284	73,456
Himachal Pradesh	21	149	338	581	103	2,036	257	3,485
Jammu & Kashmir	26	100	521	92	162	933	235	2,060
Kerala . .	837	9,116	42,584	8,559	4,566	52,180	3,540	1,21,382
Madhya Pradesh	402	7,574	9,948	6,581	1,522	26,462	2,747	55,236
Madras . .	731	8,535	31,452	13,114	4,804	74,137	4,026	1,35,609
Manipur . .	90	371	1,053	1,090	42	2,919	1,206	7,371
Mysore . .	856	3,422	13,768	6,076	1,273	20,438	2,486	48,310
Orissa . .	262	3,620	3,735	489	606	9,376	2,501	20,789
Pondicherry .	7	105	312	232	83	1,298	113	2,180
Punjab . .	706	3,721	15,690	6,758	3,461	29,506	4,455	64,297
Rajasthan . .	402	1,208	8,031	13,101	1,711	21,375	2,879	48,707
Tripura . .	9	216	159	656	114	1,224	1,019	3,427
Uttar Pradesh .	1,671	14,415	56,935	4,270	8,329	90,931	8,179	1,81,790
West Bengal . .	1,810	21,012	50,374	552	3,832	1,35,867	5,815	2,19,262
Total (August, 1959).	12,877	1,01,771	3,63,173	83,418	49,432	6,99,038	67,377	13,77,060
Total (July, 1959).	12,146	99,489	3,54,235	84,878	47,556	6,82,626	66,384	13,47,314
Total August, 1958)	9,424	81,736	3,11,379	70,768	41,285	5,60,438	53,711	11,28,741
Average (1958)	7,418	78,326	2,87,278	54,662	38,925	5,32,435	50,132	10,49,170

Source: Directorate General of Resettlement and Employment.

TABLE 9—TRAINING STATISTICS DURING AUGUST, 1959

State	No of Institutions/Under- takings imparting Train- ing at the End of the Month			No of Persons Undergoing Training at the End of the Month				
	Crafts man	Appren- ticeship	Total	Vocational		Techni- cal*	Appren- ticeship*	Total
				Men	Women			
1	2	3	4	5	6	7	8	9
Andhra Pradesh	9	1	10	—	—	2,133	85	2,220
Assam . . .	2	—	2	—	—	448	—	448
Bihar . . .	6	2	8	90	—	1,549	76	1,715
Bombay . . .	15	1	16	89	—	2,112	107	2,308
Jammu & Kash- mir . . .	2	—	2	28	—	95	—	123
Kerala . . .	4	—	4	—	—	1,267	—	1,267
Madhya Pradesh	8	—	8	31	—	1,503	—	1,626
Madras . . .	10	3	13	—	102	1,623	150	1,875
Mysore . . .	13	—	13	36	—	1,316	—	1,352
Orissa . . .	6	—	6	23	—	751	—	774
Punjab . . .	21	—	21	112	—	2,595	—	2,707
Rajasthan . .	4	—	4	—	—	726	—	726
Uttar Pradesh .	14	—	14	566	223	3,629	—	4,418
West Bengal . .	9	3	12	44	..	2,773	100	2,917
Delhi . . .	7	—	7	375	208	1,417	—	2,000
Himachal Pra- desh . . .	2	—	2	29	—	165	—	194
Manipur . . .	1	—	1	—	—	56	—	56
Total (Aug. '59).	133	10	143	1,425	533	24,250	518	26,726
Total (July '59)	133	10	143	189	—	24,413	480	25,082
Total (Aug '58)	97	267	364	669	581	19,546	574	21,370
Average (1958) .	96	261	357	1,103	628	17,660	573	19,964

Source :—Directorate General of Reconciliation &amp; Employment.

\*Includes women, if any.

## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS 200 PER MONTH

State	1936		1937	
	Total Earnings (In thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)	Total Earnings (In thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)
1	2	3	4	5
Andhra Pradesh . . .	75,414	794 9	81,811	1,030 8
Assam . . .	47,030	1,312 9	50,307	1,833 6
Bihar . . .	1,65,145	1,235 6	1,73,448	1,299 2
Bombay . . .	10,99,521	1,414 8	11,11,147	1,472 6
Kerala . . .	56,919	733 9	48,187	803 0
Madhya Pradesh . . .	33,256	982 4	78,291(P)	1,138 7(P)
Madras . . .	2,22,576	950 1	2,60,313	978 9
Mysore . . .	28,078	852 5	14,830	967 3
Orissa . . .	14,923	948 5	17,089	936 8
Punjab . . .	48,786	991 0	60,660	975 3
Rajasthan . . .	12,613	769 6	13,408	907 1
Uttar Pradesh . . .	2,32,342	1,014 1	2,56,189	1,077 5
West Bengal . . .	6,49,281	1,141 6	6,67,168	1,173 6
A and N Islands . . .	2,609	688 8	1,845	657 1
Delhi . . .	67,764	1,466 9	72,268	1,493 4
Tripura . . .	643	874 3	555	933 0
All the above States . . .	27,56,830	1,186 8	29,07,006(P)	1,233 0(P)

\*Relates to Rs organised States and exclude Railway workshops and factories belonging to the groups Food, Beverages, Tobacco and Gins and Presses

Source: Annual Reports on the Working of the Payment of Wages Act, 1936

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

	June 1939	May 1939	June 1938	Average 1938
1	2	3	4	5
<b>Jharia</b>				
Basic Wages . . .	9 06	9 11	8 71	8 71
Dearness Allowance . . .	12 04	11 94	12 04	11 63
Other Cash Payments . . .	1 97	1 92	1 78	1 64
<b>Total</b> . . .	<b>23 07</b>	<b>22 97</b>	<b>22 53</b>	<b>21 98</b>
<b>Raniganj</b>				
Basic Wages . . .	8 53	8 55	8 08	8 24
Dearness Allowance . . .	11 75	11 06	11 15	11 02
Other Cash Payments . . .	2 13	1 86	1 87	1 68
<b>Total</b> . . .	<b>22 41</b>	<b>21 47</b>	<b>21 10</b>	<b>20 94</b>

Source: Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State  1	Dearness Allowances				
	Minimum Basic Wages	August 1959	July 1959	August 1958	Average 1958
	2	3	4	5	6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30 00	83 60	87 15	85 45	81 58
Ahmedabad	28 00	90 77	90 00	76 92	75 31
Sholapur . . . . .	26 00	45 50	45 50	39 00	44 01
Baroda . . . . .	26 00	81 60	81 00	69 23	67 78
Indore . . . . .	30 00	60 37	60 37	53 81	55 17
Nagpur . . . . .	26 00	63 92	63 37	55 12	54 00
Madras . . . . .	26 00	62 63	62 25	57 00	55 84
Kanpur . . . . .	30 00	58 59	58 12	61 41	58 48
West Bengal	28 17	32 50	32 50	32 50	31 25

Source: Monthly returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKS EMPLOYED IN COAL MINES

Month  1	Miners and Loaders		Output per Man shift for			
			All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons 2	Kilograms 3	Tons 4	Kilograms 5	Tons 6	Kilograms 7
June, 1959 . . . . .	1 13	1,148 14	0 61	619 79	0 41	416 58
May, 1959 . . . . .	1 14	1,158 30	0 62	629 95	0 43	436 90
June, 1958 . . . . .	1 12	1,137 98	0 58	589 31	0 40	406 62
Average 1958 . . . . .	1 15	1,168 46	0 59	599 47	0 42	426 74

Source: Chief Inspector of Mines, Dhanbad



**Industrial Disputes Resulting in Work Stoppages during August, 1959**  
**TABLE 14—BY STATES**

State	Starting During the Month			Continued from Previous Month			In progress during the month		
	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	Maximum No. of Workers Involved	No. of workers Normally Employed in the Units Affected	No. of Disputes	Total of Average Number of Workers involved	Man-days Lost During the Month
1	2	3	4	5	6	7	8	9	10
Andhra	9	6,378 (8)	9,531 (7)	2	1,165	2,868	11	7,544 (10)	93,409 (10)
Assam	1	1,476	2,657	—	—	—	1	1,448	1,808
Bihar	7	1,021 (5)	2,280 (2)	3	445	542	10	1,466 (8)	9,807 (8)
Bombay	27	18,633	22,945	7	2,529	2,779	34	18,798	74,187
Kerala	2	692	692	1	180	180	3	782	6,610
Madhya Pradesh	8	3,449 (6)	6,496 (2)	1	1,750	1,800	9	4,931 (5)	24,317 (3)
Madras	9	3,310	6,079	4	3,067	3,074	13	6,357	31,177
Mysore	2	228	228	2	1,170	1,150	4	1,337	24,832
Orissa	—	—	—	—	—	—	—	—	—
Punjab	1	682	682	—	—	—	1	682	1,364
Rajasthan	3	1,659	1,686	—	—	—	3	1,650	9,530
Uttar Pradesh	3	39	39	—	—	—	3	39	117 (1)

TABLE 14—*contd.*

1	2	3	4	5	6	7	8	9	10
West Bengal . .	21	7,175 (19)	6,583 (12)	22	8,052	10,738 (21)	43	15,227 (41)	1,12,641 (41)
Andaman & Nicobar Islands	—	—	—	—	—	—	—	—	—
Delhi . . . .	5	3,355	8,110	1	100	100	6	3,455	2,790
Himachal Pradesh . .	—	—	—	—	—	—	—	—	—
Manipur . . . .	—	—	—	—	—	—	—	—	—
Total August, 1959 .	98	47,959 (89)	77,317 (80)	43	18,498	23,231 (42)	141	63,716 (130)	3,96,789 (130)
Total July, 1959 R .	94	29,542 (92)	71,819 (84)	48	72,865	78,921 (46)	142	57,913 (140)	7,45,436 (140)
Total August, 1958 .	118	63,421	1,13,260	30	9,367	11,018	148	72,265	6,55,892
(Monthly average) 1958 .	124	76,272	1,33,990	3	1,108	3,743	127	..	6,49,799

N.B.—The figures given in brackets show the number of cases to which the relevant information relates wherever information is not available for all the cases.

Returns from the State Government of Jammu & Kashmir and the Union territory of Tripura have not been received.

Source Monthly Returns on Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No of disputes in Progress	Maximum No of Workers Involved	No of Workers Normally Employed in the Units Affected	Total No of Man days Lost during		
				August 1959	July 1959R	June 1959
1	2	3	4	5	6	7
0 AGRICULTURE, FORESTRY, FISHING, ETC.	2	1,644	2,374	1,976	7,677	15,733
Tea Plantations	2	1,644	2,374	1,976	4,501	11,245 (6)
Rubber Plantations	—	—	—	—	2,576	4,508
Other Plantations	—	—	—	—	600	—
1. MINING AND QUARRYING	20	7,766 (17)	13,999 (13)	1,00,950 (15)	66,832 (19)	73,316
Coal Mining	15	3,583 (12)	8,549 (9)	28,390 (4)	64,414 (15)	60,322
Iron Ore Mining	—	—	—	—	1,008	4,368
(a) Manganese	1	18	—	—	—	—
(b) Gold	—	—	—	—	500	710
(c) Others	1	15	15	30	—	—
Stone Quarrying, Clay and Sand Pits	1	4,000	5,260	72,000	—	4,200
(a) Mica	2	150	175	530	250	2,000
(b) Others (Non-Metallic Mining and Quarrying not elsewhere classified).	—	—	—	—	660	1,716
2-3 MANUFACTURING	68	39,829	58,781	2,50,047	3,54,080	7,75,390 (94)
20 FOOD (EXCEPT BEVERAGES).	—	—	—	—	10,210	975 (3)
Flour Mills	—	—	—	—	—	975 (2)
(a) Edible Oils (Other than Hydrogenated Oils).	—	—	—	—	210	—
(c) Others (Miscellaneous Food Preparations)	1	563	563	2,815	10,000	—
21. BEVERAGES	—	—	—	—	—	85
Others	—	—	—	—	—	55

TABLE 15—contd.

1	2	3	4	5	6	7
22. TOBACCO . . .	6	1,062 (5)	1,369 (5)	7,166	10,810	2,876 (1)
Bidī Industry . . .	6	1,062 (5)	1,369 (5)	7,166	10,810	200
Cigarette . . .	—	—	—	—	—	1,891 (1)
Others . . .	—	—	—	—	—	785
23. TEXTILES . . .	15	26,344	43,389	97,144	3,69,871	6,96,797 (33)
Cotton Mills . . .	9	18,862	35,895	59,971	2,28,445	4,67,687 (26)
Jute Mills . . .	2	6,100	6,100	17,200	5,451	18,000
Silk Mills . . .	3	1,363	1,373	19,650	35,775	1,00,079 (3)
Woollen Mills . . .	—	—	—	—	—	228
Others (Spinning, Weaving and Finishing of Textiles).	1	19	21	323	200	18,705
Manufacture of Textiles not elsewhere Classified—Coir Factories	—	—	—	—	—	1,900
25. WOOD AND CORK (EXCEPT FURNITURE)	1	200	200	180	1,114	2,633 (1)
Saw Mills . . .	—	—	—	—	—	3,633
Others . . .	1	200	200	180	1,114	..
26. FURNITURE AND FIXTURES.	—	—	—	—	—	238
27. PAPER AND PAPER PRODUCTS . . .	1	32	32	192	—	26,164
Paper . . .	1	32	32	192	—	26,014
Manufacture of Articles of Pulp, Paper and Paper Board.	—	—	—	—	—	150
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES.	3	822 (2)	822 (2)	19,786 (2)	22,221	21,446
29. LEATHER AND LEATHER PRODUCTS (EXCEPT FOOTWEAR).	1	1,400	1,400	1,400	8,690	—
Tanneries and Leather Finishing.	1	1,400	1,400	1,400	—	—

TABLE 15—contd.

1	2	3	4	5	6	7
30. RUBBER AND RUBBER PRODUCTS.	3	774	774	2,836	—	2,654
Footwear . . .	1	500	500	1,500	—	—
Tyres . . .	—	—	—	—	—	2,654
Others . . .	2	274	274	1,336	—	—
31. CHEMICAL AND CHEMICAL PRODUCTS.	2	84	85	1,344	1,918	8,064
Heavy Chemicals .	—	—	—	—	—	22
Fertilizers . .	1	24	25	24	200	—
Others (Basic Industrial Chemicals).	—	—	—	—	56	—
Medicinal and Pharmaceutical Products.	1	60	60	1,320	1,620	600
Soaps . . .	—	—	—	—	25	—
Paints, Varnishes and Laquers, etc.	—	—	—	—	17	—
Lac (Including Shellac)	—	—	—	—	—	6,500
Others (Miscellaneous)	—	—	—	—	—	942
33. NON METALLIC MINERAL PRODUCTS (EXCEPT PRODUCTS OF PETROLEUM AND COAL)	2	219	219	3,703	57,567	82,211 (7)
Structural Clay Products.	1	39	39	195	360	22
Glass and Glass Products (Except Optical Lenses)	—	—	—	—	1,650	2,746
Cement . . .	—	—	—	—	50,157	74,613
Mica Industries .	—	—	—	—	540	—
Others (Non metallic Mineral Products not elsewhere classified)	1	160	160	3,600	4,860	4,830 (11)
34. BASIC METAL INDUSTRIES.	14	3,039	3,120 (13)	43,383	25,342	17,846
Iron and Steel . .	7	1,273	1,254 (6)	17,910	14,403	10,906
Rolling into Basic Forms.	—	—	—	—	—	80
Other Processes .	7	1,766	1,866	25,473	10,937	6,860

TABLE 15—contd.

1	2	3	4	5	6	7
33. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY AND TRANSPORT EQUIPMENT).	14	2,483	3,804	15,899	35,124	22,038
36. MACHINERY (EXCEPT ELECTRICAL MACHINERY)	2	1,039	1,039	26,117	27,854	15,710
37 ELECTRICAL MACHINERY APPARATUS, AFFLIANCES AND SUPPLIES.	3	1,768	1,875	27,970	43,294	39,260
Electrical Machinery .	1	601	601	1,803	16,227	10,397
Electric Fans, Radiators and other Accessories.	2	1,167	1,274	26,167	—	1,007
Storage Batteries .	—	—	—	—	—	1,472
Others . . . .	—	—	—	—	27,067	26,384
39. TRANSPORT EQUIPMENT	—	—	—	—	222	1,017
Ship Building . .	—	—	—	—	32	—
Motor Vehicles .	—	—	—	—	190	—
Bicycles . . . .	—	—	—	—	—	1,017
4 CONSTRUCTION . .	3	7,000	11,000	13,462	1,875	11,726
Construction, Repair and Demolition of Buildings.	1	800	800	800	1,875	11,427
Hydro Electric Projects	2	6,200	10,200	12,662	—	—
Others . . . .	—	—	—	—	—	200
5 ELECTRICITY, GAS, WATER AND SANITARY SERVICES.	17	3,887 (16)	4,098 (13)	14,862 (16)	2,775 (8)	4,759
Electricity, Gas and Steam.	3	84 (2)	..	624 (2)	—	—
Water Supply . .	1	300	376	300	—	—
Sanitary Services .	13	3,503	3,722 (12)	13,938	2,775 (8)	4,759
6. COMMERCE . . .	2	..	..	..	34,676	9,892
Banks and Other Financial Institutions.	2	..	..	..	34,676	9,892

TABLE 15—concl'd.

1	2	3	4	5	6	7
7. TRANSPORT AND COMMUNICATION (OTHER THAN WORKSHOPS).	12	3,792 (11)	5,800 (10)	6,219 (11)	5,712	685
Railways . . . .	1	123		875	3,300	244
Motor Transport .	4	1,092	3,320	2,590	2,250	—
Road Transport Not Elsewhere Classified (E.G., Rickshaws etc).	1	620	700	620	—	—
Docks and Ports	5	1,875 (4)	1,670 (3)	2,034 (4)	15	441
Other [(Water Transport (Except Ocean Transport)).	—	—	—	—	57	—
Air Transport . .	1	100	110	100	—	—
8. SERVICES . . . .	11	2,032	4,059	3,691	1,470	18,646
Government Services	6	1,823	3,716	1,808	28	17,106
Educational Services .	2	124	132	310	—	—
Medical & Other Public Health Services.	—	—	—	—	92	—
Motion Picture Production, Distribution and Projection.	2	121	197	1,307	1,350	1,300
Restaurants, Cafes, Hotels, etc.	1	14	14	266	—	—
Other Personal Services	—	—	—	—	—	240
9. ACTIVITIES NOT ADEQUATELY DESCRIBED.	6	437	437	5,582	10,182	3,843
	141	66,437 (132)	1,00,548 (122)	3,96,789 (130)	7,45,436 (140)	9,08,595 (147)

N.B.—The figures given in brackets show the number of cases to which the relevant information relates wherever information is not available for all the cases

Source.—Monthly Returns on Industrial Disputes.

TABLE 16—By CAUSES AND RESULTS

(x) Number of Fresh Disputes.  
 (y) Maximum Number of Workers Involved.  
 (z) Number of Man-days Lost

(a) Number of Disputes Terminated  
 (b) Total of Average Number of Workers Involved  
 (c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in August, 1959			Causes		Disputes Terminated in August 1959 by Result to Workers												
(x)	(y)	(z)	Successful			Partially Successful			Unsuccessful			Indefinite			Result not known		
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)
28	10 423 (23)	1,24 466 (23)	8	1 479	2,896	3	212 (21)	7,752 (21)	3	9,049 (21)	39,132 (21)	10	2,435	6 206	—	—	—
2	207	3 087	—	—	—	1	563	2 815	—	—	—	1	34	272	1	08	3,540
21	10 708 (19)	21,415 (19)	12	1,908 (11)	50 258 (11)	4	3,573	1,51,263	8	6,982	91,377	6	1,527	27 151	2	231	22,421
—	—	—	—	—	—	—	—	—	—	—	—	1	1,120	26 889	—	—	—
2	765	1,440	2	229	1,794	—	—	—	—	—	—	1	150	150	—	—	—
42	17,230 (40)	32,775 (78)	11	3,180	1,25,055	3	447	1,647	13	6,942 (11)	17,065 (11)	12	5,976	22,176	11	4,964 (10)	7,851 (10)
3	15 (1)	312 (1)	—	—	—	2	—	—	—	—	—	1	600	63 600	—	—	—
98	47,990 (80)	1,83,295 (87)	33	6,756 (32)	1,51,003 (72)	13	4,765 (10)	1,63 477 (10)	24	21,973 (21)	1,47,574 (31)	31	11,842	1,07,836	14	6,293 (13)	33,814 (13)

N.B.—The figures given in brackets show the number of cases to which the relevant information relates, wherever information is not available for all the cases.  
 Source —Monthly Returns on Industrial Disputes



TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum Number of Workers Involved	Number of Fresh Disputes			
	August 1959	July 1959R	August 1958	Average 1958
10 or more but less than 100 . . . . .	37	41	55	59
100 or more but less than 500 . . . . .	33	32	40	41
500 or more but less than 1,000 . . . . .	8	10	11	12
1,000 or more but less than 10,000 . . . . .	11	9	6	10
10,000 or more . . . . .	—	—	2	1
Not known . . . . .	9	2	3	1
Total . . . . .	98	94	117	124

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	August 1959	July 1959 R	August 1958	Average 1958
A day or less . . . . .	40	37	43	44
More than a day up to 5 days . . . . .	34	20	45	38
More than 5 days up to 10 days . . . . .	10	14	9	14
More than 10 days up to 20 days . . . . .	7	21	9	12
More than 20 days up to 30 days . . . . .	5	5	4	6
More than 30 days . . . . .	19	10	11	10
Not known . . . . .	—	—	—	—
Total . . . . .	115	103	121	124

TABLE 19—BY NO. OF MAN-DAYS LOST

Total Man-days Lost During a Dispute	Number of Terminated Disputes			
	August 1959	July 1959	August 1958	Average 1958
Less than 100 . . . . .	17	25	36	34
100 or more but less than 1,000 . . . . .	47	41	49	52
1,000 or more but less than 10,000 . . . . .	30	24	28	30
10,000 or more but less than 50,000 . . . . .	9	8	3	5
50,000 or more . . . . .	4	4	2	2
Not known . . . . .	8	1	3	1
Total . . . . .	115	103	121	124

Source.—Monthly Returns of Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-Shifts Lost to Man-Shifts Scheduled to Work)

Centre or State	Industry	August 1959	July 1959	August 1958	Average 1958
1	2	3	4	5	6
Bombay (a)	Cotton Mill Industry	6.6	7.0	6.4	7.0
Ahmedabad (a)	"	5.7	6.1	6.3	7.1
Sholapur (a)	"	10.1	10.9	11.9	13.6
Kanpur (b)	"	"	"	12.1	13.1
Kanpur (b)	Leather Industry	"	"	8.1	9.4
Kanpur (b)	Woollen Industry	"	"	5.4	8.5
Bombay (a)	Engineering	10.5	14.9	11.2	14.5
West Bengal (c)	"	11.0	13.3	10.6	12.2
Coal Fields (d)	Coal Mining— Under Ground	15.3 (June '59)	15.3 (May '59)	14.8 (June '58)	14.6
	Open Workings	15.4 (June '59)	16.4 (May '59)	15.5 (June '58)	14.9
	Surface	10.4 (June '59)	10.8 (May '59)	10.5 (June '58)	9.0
	Over All	13.8 (June '59)	14.1 (May '59)	13.6 (June '58)	13.2

Source—(a) Government of Bombay, Deputy Commissioner of Labour (Administration)

(b) Employers Association of Northern India, Kanpur

(c) Government of West Bengal, Labour Commissioner

(d) Chief Inspector of Mines, Dhanbad

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING JULY 1959, BY CAUSES

Industry	Sickness or Accident	Percentage of Absenteeism due to			
		Social or Religious Causes	Other Causes		All Causes
			With Leave	Without Leave	
1	2	3	4	5	6
Silk	0.3	—	5.6	8.9	14.8
Cotton	2.1	—	9.3	8.6	20.0
Engineering	2.9	0.3	4.7	1.9	9.8
Manufacturing	1.0	0.3	2.3	4.0	7.6
Oil	2.3	0.7	2.0	3.7	8.7
Coffee & Tea	2.9	4.1	5.7	4.0	16.7
Gold Mining	3.7	0.1	2.8	3.0	9.6
Sugar	2.5	3.1	6.5	0.5	12.6
Tobacco	10.1	—	7.6	0.6	18.3
Leather	2.2	5.1	—	—	7.3
Cement	2.9	1.4	6.3	2.9	13.5
Chemicals	2.6	3.0	3.1	3.4	12.1
Miscellaneous	2.9	—	3.7	6.1	12.7
Plantations	3.9	—	7.1	12.2	23.2

Source—Commissioner of Labour, Mysore.

TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING AUGUST, 1959

Industry and Area	No of Returns	Total No of Man-shifts Scheduled to Work	Total No of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras	1	3,66,930	28,762	5.7	0.2	0.7	1.2	7.8
Madurai	8	3,84,803	49,686	3.9	3.4	4.0	1.6	12.9
Coimbatore	14	4,63,623	53,603	3.6	0.7	5.4	2.3	12.0
Tirunelveli	5	3,86,099	31,249	3.2	2.3	4.4	0.4	12.3
Others	4	99,829	9,629	3.2	0.5	5.1	0.8	9.6
<i>Woollen Mills—</i>								
Dharawal	1	68,028	3,789	0.0	—	3.5	1.2	5.6
<i>Iron and Steel Factories—</i>								
West Bengal	3	3,54,111	30,345	3.0	—	3.4	2.2	8.6
Bihar	4	8,98,196	1,08,406	3.0	0.0	5.7	2.5	12.1
Madras	1	22,824	2,389	3.8	2.6	4.1	—	10.5
<i>Ordinance Factories—</i>								
West Bengal	2	2,13,317	18,407	2.7	0.7	4.4	0.8	8.6
Bombay	5	2,25,673	22,882	3.2	0.0	6.1	0.8	10.1
Madhya Pradesh	3	2,21,884	22,478	3.0	—	6.7	0.4	10.1
Uttar Pradesh	7	2,91,470	23,336	3.1	0.5	3.3	1.0	7.9
Madras	1	27,942	3,462	4.3	—	8.0	0.0	12.3
<i>Cement Factories—</i>								
Andhra	1	17,940	600	0.7	0.3	1.0	0.4	3.3
Madras	1	25,211	3,016	2.9	2.8	6.3	—	12.0
Madhya Pradesh	1	1,026	76	3.5	1.2	2.7	—	7.4
West Bengal	1	16,977	1,325	1.5	—	1.0	4.4	7.8
Bihar	3	44,973	8,591	7.7	1.3	7.7	2.4	19.1
<i>Match Factories—</i>								
Bombay	1	36,869	2,550	1.7	0.4	0.7	4.1	6.9
West Bengal	1	42,015	2,534	2.4	—	1.3	2.3	6.0
Uttar Pradesh	1	36,682	1,942	0.2	—	1.7	3.5	5.4
Assam	1	22,638	2,211	3.3	—	5.2	1.3	9.8
Madras	1	35,688	4,521	5.6	—	6.0	2.1	12.7
<i>Tramway Workshops—</i>								
Bombay	1	1,435	269	2.6	5.7	9.3	1.7	18.7
Calcutta	1	28,224	1,608	1.5	1.1	—	3.1	5.7
<i>Telegraph Workshops—</i>								
Bombay	1	28,826	2,936	1.0	3.3	3.6	2.2	10.1
West Bengal	1	53,550	5,237	3.3	—	6.5	0.0	9.8
Madhya Pradesh	1	31,418	2,941	0.6	—	8.8	—	9.4

Source:—Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base Shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey	Ceylon	Japan	Pakistan		Burma
	General Index	Food Index					Istanbul †	Colombo		Karachi	Narayan- ganj	Rangoon
1950	101	101	103	101	103	110	95	105	93	96	95	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	100	100	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169	122	110	128	108	90	76
1956	105	105	141	114	118	179	139	109	128	110	105	85
1957	111	112	147	118	112	183	155	112	132	120	110	92
1958	116	118	151	121	125	187	175	114	132	128	115	89
1958—												
Aug.	120	124	150	122	125	187½	178	114	133	128	117	97
Sept.	121	125	150	122	126		184	114	132	129	119	94
Oct.	123	127	152	122	126	189	185	116	133	121	118	91
Nov.	122	126	152	122	126		193	115	132	110	113	86
Dec.	119	122	153	122	126		204	114	132	113	110	78
1959—												
Jan.	117	119	153	122	126	190	205	114	132	113	111	74
Feb.	118	120	153	122	126		212	111	131	114	111	73
March	117	118	153	122	126		213	114	132	116	113	75
April	117	119	152	122	125	191	215	115	132	116R	112	74
May	119	122	151	122	126			115	131	117	113	75
June	122	126	151	122	126			116	132	118	115	75
July	124	128D	151	123	126			115	133			
Aug.	125P	129P	151	123	126			114				

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all-India index on base 1944=100 during the month of August 1959 was 172.50.

†The Turkey Government discontinued the series for Istanbul on base 1938=100 and have started a fresh series on base 1948=100. The figures given above have been derived on the basis of the latter series.

‡Relates to the quarter ending September 1958.

Source: (i) I.L.O. except for all-India Index. (ii) Labour Bureau for all-India Index.

TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR BUREAU SERIES)

(Base shifted to 1949=100)

State and Centres	Original Base	Con- ver- sion fac- tor*	Index Number								
			General				Con- ver- sion factor*	Food Group			
			Aug ust 1959	July 1959	Aug ust 1958	Aver- age 1958		Aug ust 1959	July 1959	Aug ust 1958	Aver- age 1958
1	2	3	4	5	6	7	8	9	10	11	12
<b>Bombay—</b>											
Bombay .	July 1933	3.67	137	136	132	129	3.66	147	142	137	133
	June 1934										
Ahmedabad .	August 1926 to July 1927	2.48	125	127	116	110	2.55	135	138	129	114
Sholapur .	Feb 1927 to Jan 1928	2.99	116	115	108	105	2.92	137	136	122	118
Jalgaon .	August 1939	4.25	117	118	112	107	4.62	126	126	116	109
Nagpur .	August 1939	3.77	134	133	118	119	3.84	138	136	120	121
<b>Andhra Pradesh—</b>											
Hyderabad City	August 1943 to July 1914	1.54	132	133	126	123	1.51	151	152	142	137
<b>Madras—</b>											
Madras City .	July 1933 to June 1936	3.23	134	131	126	124	3.63	136	137	127	124
<b>Mysore—</b>											
Bangalore .	July 1935 to June 1936	3.01	142	141	132	131	3.42	146	144	133	130
Mysore .	Do	3.67	144	141	126	124	3.42	149	148	129	127
Kolar Gold Fields.	Do	3.16	132	141	132	136	3.34	146	144	131	133
<b>Kerala—</b>											
Ernakulam .	August 1939	3.68	123	124	116	114	4.53	128	130	119	118
Trichur .	Do	3.58	132	134	120	119	4.35	139	141	122	120
<b>Uttar Pradesh—</b>											
Kanpur .	August 1939	4.78	98	97	103	98	5.39	94	93	102	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor.

Source—State Governments.

TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(EXCLUDING LABOUR SERIES)

State Series	Base Period—100	General Index				Food Index			
		August 1959 3	July 1959 4	August 1958 5	Average 1958 6	August 1959 7	July 1959 8	August 1958 9	Average 1958 10
1. Assam— Tea workers in Assam Valley— 1. Staff and Artisan 2. Labourers	April 1931 to March 1952	116 116	114 113	114 114	117 109	116 109	114 105	115 111	107 104
Tea workers in Cachar Dist.— 1. Staff and Artisan 2. Labourers	April 1931 to March 1952	127 118	123 117	121 109	115 103	137 129	135 120	129 109	119 101
Rice and Flour Mill workers in Urban Areas— 1. Managerial and Mechanic class 2. Labourers	1930	99 99	99 99	101 103	100 109	95 97	95 93	100 102	96 98
Rice and Flour Mill workers in Rural Areas— 1. Managerial and Mechanic class 2. Labourers	1950	100 100	99 99	101 103	99 106	97 95	96 94	101 102	96 96
3. Rural Population in Assam Plains Districts.	1944	..	158	100	157	..	..	..	..
2. Madhya Pradesh— 1. Gwalior 2. Indore	1951 1951	.. ..	116P 110P	110 105	104 101	..	121P 115P	116 109	108 102
3. Punjab— 1. Patiala 2. Surajpur	1952 53 1953 56	.. ..	.. ..	115 118	113 115	.. ..	.. ..	111 128	106 122
4. West Bengal— (a) Asansol and Raniganj Area (b) Bankura and Medinipur Area (c) Burdham Area (d) Maldah-West Dinajpur Area (e) Nadia Murshidabad (f) Calcutta	1951 1951 1951 1951 1951 1944	118 .. .. .. .. 156	115 114 125 92 96 153	114 113 128 103 100 154	107 110 119 90 94 147	124 .. .. .. .. 105	120 120 137 96 95 161	118 127 141 108 101 161	109 116 128 94 93 152

Source—State Governments.

### LABOUR BUREAU CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS DURING AUGUST, 1959

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951, August 1951 to July 1952 and the calendar year 1953 in the last two cases, respectively) measure from the level of 1949, to which the base period has been arithmetically shifted, the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year, 1949 are given in the July, 1955 and January, 1956, issues of the "Indian Labour Gazette". The corresponding index numbers for the latest available month on base 1944=100 are also given in the relevant table.

As compared to the previous month, the index number for Tinsukia recorded the maximum rise of 6 points. The index numbers for Kharagpur and Mercara advanced by 4 points each. The index number for Cuttack declined by 4 points. The index numbers for 10 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for August 1959 are given below, only those for Delhi relate to September 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in brackets against the items. In case of decline, the number is given with a minus sign.

#### Delhi

The index number showed only a fractional fall and remained stationary at 118 during September, 1959. The fuel and lighting group index number declined by 3 points mainly due to a fall in the price of firewood (-4). The clothing group index number advanced by 1 point mainly due to higher quotations for khadi (2) and shirting (3). The miscellaneous group index number also appreciated by 1 point due to higher quotations for washing soap (5). The food group index number remained stationary.

#### Ajmer

The index number showed only a fractional fall and remained stationary at 105, when rounded up to the nearest integer. The food group index number declined by 1 point mainly due to a fall in the prices of mutton (-11). The fuel and lighting group index number appreciated by 5 points due to higher quotations for firewood (5) and kerosene oil (4). The clothing and the miscellaneous group index numbers remained stationary.

#### Dehri-on-Sone

The index number further appreciated by 1 point continuing the upward tendency noticed in July, 1959 and stood at 101. The food group index number advanced by 1 point on account of a rise in the prices of wheat (2), mustard oil (6), potatoes (7), onions (11) and chillies (6). The clothing group index number declined by 1 point due to a fall in the prices of dhoti (-1) and saree (-1). The fuel and lighting and the miscellaneous group index numbers remained stationary.

*Monghyr*

The index number declined by 2 points after having almost remained stationary during the preceding month and stood at 99. The food group index number recorded a fall of 2 points due to lower quotations for rice (-3) and maize (-15). The clothing group index number advanced by 4 points due to a rise in the prices of *dhoti* (2), *saree* (2), *markin* (8), long cloth (10) and shirting (10). The miscellaneous group index number declined by 1 point due to a fall in the prices of hair oil (-8) and *pan-supari* (-17). The fuel and lighting group index number remained stationary.

*Cuttack*

The index number further declined by 4 points continuing the downward trend noticed last month and stood at 118. The food group index number receded by 5 points due to a fall in the prices of *dal moong* (-16), gourds (-100) and brinjal (-6). The fuel and lighting group index number advanced by 3 points mainly due to a rise in the price of firewood (4). The miscellaneous group index number declined by 2 points due to lower quotations for *pan* (-9) and *supari* (-2). The clothing group index number remained stationary.

*Berhampur*

The index number further advanced by 1 point continuing the upward trend noticed since June, 1959 and stood at 117. The food group index number appreciated by 2 points mainly due to an increase in the prices of fish (6), brinjal (24), tamarind (25) and sugar (6). The fuel and lighting group index number moved up by 1 point due to a rise in the price of firewood (5). The miscellaneous group index number also showed a rise of 1 point due to higher quotations for tobacco (4). The clothing group index number remained stationary.

*Tinsukia*

The index number advanced by 6 points and stood at 121. The food group index number moved up by 8 points mainly due to higher quotations for rice (16), fish (22) and potatoes (29). Other group index numbers remained stationary.

*Ludhiana*

The index number declined by 1 point reversing the upward trend noticed since June, 1959 and stood at 100. The food group index number registered a fall of 2 points mainly due to a recession in the prices of milk (-11), curd (-15) and chillies (-5). The fuel and lighting group index number declined by 2 points due to a fall in price of mustard oil (-8). The miscellaneous group index number appreciated by 2 points due to higher quotations for tobacco (12). The clothing group index number remained stationary.

*Akola*

The index number further advanced by 2 points continuing the upward tendency noticed since May, 1959 and stood at 110. The food group index number appreciated by 5 points mainly due to a rise in the prices of rice (13), wheat (10), *Juar* (5), *dal tur* (10), milk (6), onions (15) and sugar (9). The fuel and lighting group index number receded by 3 points due to a fall in the price of firewood (-15). The clothing group index number advanced by 1 point due to higher



quotations for twill (2) and *saree* (1). The miscellaneous group index number appreciated by 2 points due to a rise in the price of soap washing (15) and an increase in the barber charges (8).

#### *Kharagpur*

The index number further advanced by 4 points continuing the upward tendency noticed since June, 1959 and stood at 115. The food group index number appreciated by 5 points due to a rise in the prices of rice (7), fish (16) and brinjal (27). The miscellaneous group index number advanced by 4 points due to higher quotations for soap washing (9), soap toilet (4) and hair oil (11). The clothing and the fuel and lighting group index numbers remained stationary.

#### *Mercara (Base 1953=100)*

The index number appreciated by 4 points after having remained almost stationary during the preceding month and stood at 129. The food group index number advanced by 5 points due to higher quotations for rice (10), ragi (14), onions (14), brinjals (67), chillies (11) and tamarind (58). The clothing group index number advanced by 1 point mainly due to a rise in the price of *saree* (2). The miscellaneous group index number also appreciated by 1 point due to a rise in the shave and hair cut charges (20). The fuel and lighting group index number remained stationary.

#### *Bhopal (Base. 1951=100)*

The index number further appreciated by 1 point continuing the upward trend noticed during the preceding month and stood at 115. The food group index number advanced by 1 point due to a rise in the prices of potatoes (21) and brinjal (16). Other group index number remained stationary.

#### *Satna (Base. 1953=100)*

The index number showed only a fractional rise and remained stationary at 102, when rounded up to the nearest integer. The fuel and lighting group index number appreciated by 2 points due to a rise in the prices of firewood (6) and cowdung cakes (4). Other group index numbers remained stationary.

#### ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE. AUGUST 1939=100

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for August 1959 and September 1959 were 156.35 and 156.26 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August, 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with the index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of September 1959 on pre-war August 1939 base may be estimated to be 407.53.

**TABLE 26—LABOUR BUREAU CONSUMER PRICE**  
(Base shifted to 1949=100)

Centres	General					Food group				
	Conversion factor†	Aug 1959	July 1959	Aug 1958	Average 1958	Conversion factor†	Aug 1959	July 1959	Aug 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi . . . . .	1 32	118†	117	117	115	1 26	122	122	123	117
Ajmer . . . . .	1 61	105	105	108	103	1 59	108	109	110	104
Jamshedpur . . . . .	1 38	129P	129	125	123	1 39	135P	135	129	125
Jharna . . . . .	1 59	104P	106P	113	108	1 53	108	109	118	112
Dehra-on-Sone . . . . .	1 70	101	100	108	104	1 80	96	95	109	103
Monghyr . . . . .	1 71	99	101	112	102	1 89	96	98	114	101
Cuttack . . . . .	1 47	118	122	123	116	1 47	119	124	123	115
Barrampur . . . . .	1 54	117	115	117	115	1 66	122	120	122	120
Gauhati . . . . .	1 28	102	98	106	103	1 29	107	101	113	100
Silchar . . . . .	1 38	114P	121	111	107	1 41	116P	127	113	107
Tezpur . . . . .	1 10	121	115	123	118	1 13	120	112	125	116
Ludhiana . . . . .	1 64	100	101	98	96	1 77	98	100	96	93
Akola . . . . .	1 68	119	108	104	101	1 93	105	100	95	92
Jabalpur . . . . .	1 51	109P	110	111	109	1 52	101P	105	107	105
Kharagpur . . . . .	1 37	115	111	116	113	1 42	116	111	121	113
*Mercara . . . . .	—	123	125	118	121	—	127	132	123	127
*Plantation Centres . . . . .	—	128	128	113	113	—	130	130	112	112
*Bhopal . . . . .	—	115	114	117	111	—	108	107	111	103
*Beawar . . . . .	—	103	104	106	100	—	96	98	97	89
*Satna . . . . .	—	102	102	108	104	—	97	97	107	102

Source—Labour Bureau

†Sept 1959 index figure 118  
‡To obtain the index on original  
The original base for centres marked with an asterisk  
and Valpara) January to June=1949=100

# INDEX NUMBERS FOR WORKING CLASS except for centres marked with an asterisk)

Numbers

Fuel and lighting group					Clothing, bedding & Footwear group					Miscellaneous group					Consumer Price Index Numbers (Base 1944=100) for August 1959
Conversion factor	Aug 1959	July 1959	Aug 1958	Average 1958	Conversion factor	Aug 1959	July 1959	Aug 1958	Average 1958	Conversion factor	Aug 1959	July 1959	Aug 1958	Average 1958	
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1.81	85	81	75	74	1.25	155	152	145	145	1.48	112	112	113	111	156 35J
1.65	102	97	94	93	1.83	93	93	96	97	1.64	106	106	113	113	169 04
1.68	104	104	104	104	1.18	136	131	132	132	1.49	118	118	118	117	177.94P
1.25	98	96	83	83	1.08	97	101	98	99	1.82	89P	95P	91	93	165 80
1.47	101	101	97	98	1.31	122	123	113	113	1.83	105	105	100	100	170 88
1.31	75	75	88	83	1.29	131	127	122	119	1.31	109	110	108	105	169 67
1.40	106	103	103	100	1.30	116	118	111	112	1.43	130	132	145	135	174 17
1.65	103	102	92	91	1.28	101	101	106	105	1.40	113	112	111	112	180 51
0.87	139	139	141	141	2.15	64	64	66	65	1.40	92	92	89	89	130 88
1.59	105	105	105	103	1.35	122	122	122	122	1.17	99	99	95	100	156 83P
0.58	112	112	99	98	1.33	133	133	133	133	1.11	119	119	117	114	132 69
1.57	73	75	75	74	1.02	154	154	154	155	1.78	97	98	96	92	183 62
1.96	97	110	107	103	1.65	146	145	143	143	1.32	120	118	117	114	184 66
1.43	108	108	104	105	1.23	112	115	110	110	1.76	129	125	123	124	164 32P
1.14	133	133	129	128	1.25	99	99	102	102	1.42	120	116	115	112	157 84
—	108	108	109	109	—	111	110	105	105	—	108	107	103	103	—
—	—	—	—	—	—	139	139	136	136	—	110	110	105	105	—
—	121	121	121	121	—	113	113	118	114	—	142	142	142	136	—
—	162	158	168	164	—	106	105	118	115	—	111	111	110	105	—
—	111	109	107	96	—	111	111	109	109	—	129	129	125	119	—

[Sept. 1959 index figure 156.26.

base the figures given above should be multiplied by the conversion factor as follows—Merrara : 1953=100, Plantation Centres (Comprising Godalur, Kollakamby, Vayithiri, Kopal : 1951=100, Beawar 1 August 1951 to July 1952=100 and Satna : 1951=100.

TABLE 27—CONSUMERS PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW-PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES

(Base Shifted to 1949=100)

Name of Centre	August 1959	July 1959	August 1958	Average 1958
MIDDLE CLASS				
Calcutta . . . . .	—	—	112	108(P)
Asansol . . . . .	—	—	119	112(P)
LOW PAID EMPLOYEES				
Vizakapatnam . . . . .	128	125	118	120
Eluru . . . . .	131	134	124	120
Cuddalore . . . . .	118	118	114	112
Firchiresspalli . . . . .	115	115	103	104
Madurai . . . . .	116	117	104	105
Coimbatore . . . . .	120	124	114	114
Kozhikode . . . . .	116	124	106	108
Bellary . . . . .	121	121	112	112
RURAL POPULATION				
Adavivaram . . . . .	126	123	116	115
Thettangai . . . . .	149	138	128	123
Alamuru . . . . .	130	127	120	114
Madhavaram . . . . .	117	115	116	118
Puliyur . . . . .	122	121	113	113
Agaram . . . . .	126	126	117	118
Thulayanatham . . . . .	105	104	104	103
Eriodu . . . . .	147	146	119	121
Gokulapuram . . . . .	108	108	105	103
Kinathukudavu . . . . .	114	113	111	110
Guduvancheri . . . . .	106	103	99	98
Kunnathur . . . . .	109	109	107	106
Koduvallu . . . . .	105	105	96	97

Source : State Governments.

## Retail and Wholesale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION  
18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF AUGUST  
1959.

(BASE 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of August, 1959 are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year, 1949. Further details in regard to the compilation of these price relatives have been published in the October, 1953, issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of August 1959 shows variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the Centre and State (1)	Names of the commodities and variations in their price relative in brackets (2)
<i>Urban Centres</i>	
<i>Bombay—</i>	
Surat .	Moong Dal (—11), Potatoes (15)
Dohad .	Sugar (—15), Milk (—40)
<i>Bihar—</i>	
Patna .	Barley (—12), Gur (16), Fish (17), Supari (14)
<i>Punjab—</i>	
Amritsar .	Potatoes (14)
<i>Uttar Pradesh—</i>	
Lucknow . .	Sugar (—12), Onions (—12), Pan (—14)
Agra .	Onions (12), Milk (—11).
Bareilly .	Onions (10), Potatoes (53).
Banars . .	Mash Dal (—12), Sugar (15), Gur (14), Onions (12), Pan (—12).
Meerut .	Pan (12)
<i>West Bengal—</i>	
Howrah . .	Rice (12) Ghee Pure (11), Firewood (12).
Budge Budge .	Potatoes (13), Pan (—12).
Kankinara .	Rice (—23), Sugar (—11).
Calcutta .	Fish (11)
Gauripore . .	Fish (11)
Serampore . .	Fish (18).
Kanchrapara .	Gram (10), Gram Dal (—14), Arhar Dal (—14), Salt (—17).

(1)	(2)
	<i>Rural Centres</i>
<i>Andhra Pradesh—</i>	
Krishna . .	Jowar (34).
<i>Assam—</i>	
Maibang . .	Edible Oil (—14).
<i>Bihar—</i>	
Teghra * . .	Maize (—16), Mash Dal (—13), Gram Dal (—12), Arhar Dal (—10), Sugar (15), Potatoes (17), Pans (—42).
<i>Bombay—</i>	
Lakh . .	Arhar Dal (—11), Gur (—11), Chillies (11)
<i>Madhya Pradesh—</i>	
Multapi . .	Chillies (10).
Salamatpur . .	Sugar (16).
<i>Mysore—</i>	
Kudchi . .	Gram Dal (—15).
Malur . .	Potatoes (—15).
<i>Rajasthan—</i>	
Nana . .	Moong Dal (—15), Sugar (12), Ghee Pure (—21).

\* Base 1956=100

TABLE 28—PRICE RELATIVES OF CERTAIN SELECTED ARTICLES AT 18 URBAN AND 12 RURAL CENTRES FOR THE MONTH OF AUGUST, 1959  
(Base: 1949=100)

Items	Surat (Bombay)	Dahad (Bombay)	Patna (Bihar)	Hubli (Mysore)	Amritsar (Punjab)	Lucknow (Uttar Pradesh)	Agra (Uttar Pradesh)	Bareilly (Uttar Pradesh)	Banaras (Uttar Pradesh)	Muzrai (Uttar Pradesh)	Howrah (West Bengal)	Budge Budge (West Bengal)	Kankunara (West Bengal)	Rangan (West Bengal)	Calcutta (West Bengal)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Cereals—</b>															
Wheat	168	132	93	—	88	93	87	87	83	88	94P	94*	87	56	87
Rice	133	112	102	113P	—	85	84	76	86	82	182	155P	143C	170	173
Gram	—	—	95	—	148	106	100	100	109	80	122	97	71*	81	96
Jowar	148	—	—	134	—	—	—	—	71	85	—	—	—	—	—
Barley	—	—	103	—	—	94	92	91	84	85	—	—	—	—	—
Maize	—	167	114	—	—	—	—	—	—	—	—	—	—	—	—
Chattoo	—	—	111	—	—	—	—	—	—	—	96	84	122	83	111
<b>Pulses—</b>															
Moong Dal	95	148	—	140	115	94	115	105	112	107	109	109	124	113	104
Mash Dal	96	—	—	—	95	109	121	106	100	112	—	—	—	—	—
Gram Dal	83	74	—	98	—	—	—	—	—	—	123	91	103	81	100
Arhar Dal	110	—	124	130	121	121	139	123	112	118	125	119	100	108	100
<b>Other Food Articles—</b>															
Sugar	125	126	122	100*	118*	124C	140	133C	145	133	126	119	127	112	122
Gur	107	113	122	—	156	116	133	121	97	132	115	114	108	112	100
Ghee Vanaस्पति	—	—	119	—	142	93	93	92	95	94	101	97	86	86	87
Ghee Pure	114	107	102	—	—	96	104	98	99	104	112	105	105	99	113
Edible Oil	100	104	132	89	97	88	90	161	95	96	89	85	85	86	87
Tea	126	123	123	123	123	123	129	128	123	123	128	130	100	130	134
Salt	46	50	75	108	50	66	60	69	64	75	109	100	100	75	100
Chillies	112	127	92	151	100	—	—	—	86	109	113	109	97	104	96
Turmeric	—	63	—	—	51	—	—	—	83	77	73	73	67	68	68
Meat	118	137	100	121	114	110	100	107	91	110	90	94	92	84	98
Fish	—	—	129	—	—	—	—	—	—	—	134	107	129	101	121
Onions	64	100	62	120	46	44	46	50	61	51	64	67	70	58	83
Potatoes	117	—	143	104	86	94	90	133	103	93	114	117	119	98	112
Milk	105	103	98	95	—	91	92	119	100	109	109	99	96	99	98
<b>Fuel and Lighting—</b>															
Fire Wood	132	109	80	100	76	76	81	89	84	97	92	95	91	—	71
Match Box	120	86	86	120	120	149	150	120	140	140	120	120	100	100	120
Kerosene Oil	119	95	111	104	103	116	96	104	104	93	100	100	100	48	100
<b>Miscellaneous—</b>															
Bidi	100	81	123	100	100	133	133	92	100	133	107	107	107	94	100
Tobacco	129	—	103	91	123	101	135	100	74	94	128	101	147	84	107
Soap Washing	112	100	76	107	117	147	104	74	67	107	101	88	78	94	99
Hair Oil	113	105	128	105	—	—	—	—	—	119	145	123	150	112	129
Pan	86	—	144	126	—	38	90	51	55	73	66	112	129	65	105
Supari	158	192	192	123	—	208	236	225	174	218	242	217	217	233	224

Source—Labour Bureau

- \*The price relatives have been worked out on the basis of prices quoted from the fair price shops.  
 a) The price relative has been worked out by taking fair and open market prices in the ratio of 3:1.  
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# Indian Labour Gazette

Vol. XVII

Nov.-Dec. 1959

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## INDIAN LABOUR JOURNAL

The Indian Labour Gazette commenced publication in July 1943. During the last 17 years it has served the need of the public for an authoritative chronicle disseminating factual and statistical information on labour matters. Since the commencement of the Indian Labour Gazette in 1943, the labour subject has assumed vast importance both from the administrative and the social angle. In the scheme of planned economic development, the role assigned to labour is that of an equal and active partner. To enable them to play their role more effectively it is necessary that the workers, their leaders, the employing interests and the discerning public should keep in constant touch with major developments in labour economics and its practical application in day-to-day problems. It has, therefore, been decided to enlarge the scope of the Indian Labour Gazette to include thought-provoking articles on labour problems and Government policies and practices, by prominent economists, labour administrators, trade unionists, employers and other knowledgeable persons, and to make it a forum for the discussion of labour problems in their various aspects.

It has also been decided to change its name to the Indian Labour Journal. Special articles are proposed to be included in the quarterly issues of the Journal. Other issues will, by and large, conform to the present pattern.

It is proposed to commence the Indian Labour Journal from January 1960 and efforts are being made to bring out the January issue some time in the 3rd week of the month. Subscription rates will be announced later.—Editor

## LABOUR—PARTICIPATION IN U.P.—PAST EXPERIENCES AND FUTURE PROSPECTS

DR J. L. RASTOGI\*

One of the most important methods of securing the co-operation and loyalty of the workforce in modern industry is its association with the management. Labour participation, in fact, means democratisation of factory administration where all those constituting the firm are consulted and suggestions asked for before taking any action affecting the interest of the employees. Workers are given wider responsibilities not only in actual performance but also sometimes

\*Assistant Professor of Applied Economics, Faculty of Commerce, Lucknow University Lucknow.

in factory administration. The feeling of partnership in industry inspires workers to contribute their maximum towards increased productivity of the concern.

Worker participation in U. P. was for the first time introduced in 1948 under the Industrial Disputes Act, 1947 by requiring every factory employing 200 or more workers to constitute a works committee. Each works committee was to be composed of at the most 14 members, half of whom were to be the representatives of labour. The representatives of the management were to be nominated while those of the workmen were to be appointed by the recognised trade unions, or in the absence of such Unions to be elected by workers.

The object in the formation of works committees was introduction of the idea of industrial democracy in day to day affairs of the industry. They were to provide a recognised and regular means of consultation between the management and the workers in order to create interest and initiative and infuse responsibility, at the same time preventing misunderstanding and ill-will. Although well intentioned, works committees failed to bring about the desired results.

Numerous reasons can be attributed for the failure of these joint committees in the State, the most important being:—

1 These committees were imposed under legislative compulsion and not organised voluntarily by various employers. Therefore they failed to develop initiative and interest of various parties in their working and to create an atmosphere of goodwill and co-operation.

2. There were many inherent defects in the provisions relating to works committees.—

(a) The jurisdiction of these committees extended to all types of matters including those which are usually appropriate for collective bargaining like hours of work, wages, etc.

(b) The authority of these committees was not clearly defined. It was not known whether their jurisdiction was advisory, supervisory or administrative.

(c) Again as under the provision of the Notification only one committee was to be organised in each establishment irrespective of the number of employees, it failed to establish direct contacts between the workers in the lower levels and the management.

3. Illiteracy and ignorance of the working masses in the State also have been an important cause for the failure of works committees. They know very little about their work, workshop or their problems and requirements. Their knowledge of the working and contribution of joint committees in harmonising relations is meagre. Under such circumstances the workmen's representatives fail to take an effective part in the proceedings of works committees.

4. Absence of representative trade unions in many concerns was yet another cause for the failure of works committees. Trade union movement in U.P. is still in its infancy. A large number of workers are not union-conscious. Due to absence of union backing workers' representatives could not meet management's representatives on equal footing.



5 Union rivalry, sometimes, made the formation and working of these joint committees quite impossible

6 Non-cooperation and unsympathetic attitude of the lower executives, supervisors and top management also contributed considerably towards the failure of works committees. These managerial personnel were afraid that these committees might take away their powers and rights

The Second Five Year Plan of India again emphasised the need for greater workers' association with the management in order to infuse harmony and good-will in management—employee relations. The matter was accordingly discussed in the 15th Indian Labour Conference, 1957 and accepted in principle. Since then the Government of India has been trying to induce and encourage employers to introduce it voluntarily according to accepted principles in their own interest and in the interest of the industry and the national economy. However, in Uttar Pradesh, it has been introduced, to a certain extent, only in Modi Cotton Spinning and Weaving Mills, Modinagar. The agreement between that mill and their workers' union provides for the formation of central and departmental joint committees. Schemes are also being worked out for introducing it in the Government Precision Instruments Factory, Lucknow and the Government Cement Factory, Churk.

#### *Important Pre-requisites*

The success of any scheme of labour participation in management depends on the sincerity of purpose, mutual confidence and understanding and willingness on the part of the parties to cooperate. Being a matter of human relations worker association should be voluntary and in-built rather than introduced by external pressure or legislation. However, certain broad principles should be laid down for general guidance and to ensure certain amount of uniformity in systems adopted by various undertakings.

What is more essential is a change in the attitude of the parties towards each other. Management must not regard it as an agency which would undermine its own authority. Workers' association with the management will educate them in management's viewpoint, remove much of the distrust and ensure full support to any managerial action. On the other hand, trade unions should not regard joint machinery as their rival. In fact trade unions and joint committees are neither alternatives nor competitors of each other. The former have to make a definite contribution by providing necessary education to workers in effective participation, its role and essentials.

For an active worker participation, a complete knowledge of the work, workshops and its problems, is also needed on the part of the workers. Unless a worker is acquainted with the technique and equipment of production of his undertaking, its financial standing and its special needs and problems, he can neither suggest any improvement in the working and management of the enterprise nor can he take an active part in joint discussions around the table.

Proper education and training of workers, technical staff and lower executives in participation and cooperation is yet another pre-requisite for the success of worker participation in management.

Training of workers, therefore, should not be confined merely to instructions as how to perform one's job best but also as how to participate most effectively in the working of the enterprise. Training of technical staff, lower executives and immediate bosses must help them to change their outlook and behaviour, treat their men with respect and humanly and infuse in them cooperative spirit and sympathetic attitude.

Besides training, what is more important is proper communication. While training prepares the background for active participation, proper communication supplies adequate information regarding the firm, its policies and problems. Real interest in participation can only be generated when workers are promptly communicated the outcome of such a collaboration. The firm's policies and problems, results of joint deliberations and annual accounts should be widely publicised within the firm and comments invited to make workers feel as real partners rather than passive tools of production.

### *Three Phases of Worker Participation*

The association of labour with the management may take more than one form. The degrees of participation and the forms adopted by different countries depend on the general consciousness of employers and employees, state of trade unionism, type of its leadership, quality of labour-capital relations and circumstances in each country.

The most common method of associating labour with management in most of the industrially advanced countries is by inviting workers' suggestions. It is like a direct democracy in which all workers participate in administration of the factory by offering free criticism and effective suggestions. Whenever any plan is devised or vital changes are contemplated in management, techniques and production, such a scheme is widely publicised and workers' suggestions are asked for. Workers' suggestions are even invited for improving day to day working of the concern, its production, techniques and policy. Thus it enables workers to clear up their grievances and misunderstanding. Management is informed of the inconveniences and the requirements of the working masses. If the attitude of the foremen, dilapidated machinery, inadequate rest intervals, bad and insanitary conditions or outdated managerial policies are responsible for workers' discontent, indiscipline and non-cooperation, the management is told so. For convenience of the workers, suggestion boxes are placed near at hand. Suggestions are collected and scrutinised by the management and are periodically placed before the joint committees formed for the purpose. They are then referred to expert committees for judging their effectiveness. If found to be satisfactory they are given a trial for sometime and if useful adopted to benefit the employees and the enterprise. Those, whose suggestions are adopted, are adequately rewarded as a token of their knowledge and experience. If any suggestion is found not very useful, the reason thereof is promptly communicated to the person concerned. The very fact that these suggestions are given prompt attention and adequate rewards encourage workers to extend their unreserved cooperation and loyalty.

Another device popular in different countries for effective worker participation has been the formation of worker-management joint

committees These committees provide opportunities to the representatives of labour and capital to sit around a table and discuss matters of common interest They also provide a regular and direct channel of communication between workers and management and vice-versa The organisation, size and jurisdiction of these committees vary from country to country according to the method of their establishment and consciousness of the workers and employers In some countries these are only advisory while in other supervisory and executive functions have also been attached for making participation more effective. Such an association enables workers to become more conscious, responsible and considerate to managerial view point and helps in easing tension and suspicion

In a few countries workers have also been represented on the Management Board to make the participation more effective and fruitful. The method of appointment of Labour Directors and their rights differ from country to country

#### Set up Recommended

Labour participation being a new experiment in India we should count on the experience gained in other countries in its working and adopt it to our own conditions and needs While we can make use of the first two, viz, workers' suggestions and joint councils, the time is not ripe for the appointment of labour directors Management is a technical work and requires knowledge and experience which labour representatives on the Management Board cannot ordinarily be expected to possess under the present Indian circumstances Even the Joint collaboration should not be started at once but in gradual stages. In the first instance it must be introduced in some undertakings selected according to the criteria laid down by the sub-committee of the Indian Labour Conference on worker participation Its scope should be gradually increased with the accumulation of knowledge and experience in its working

The organisation of joint committees will vary according to the size of the workforce in each establishment In a concern with only a few workers, all employees may effectively collaborate in joint deliberations. In a firm of moderate size one joint committee may be enough to associate labour with management But in a large establishment it should be established at all levels—the shop-level, the department level and the factory-level It should be like a federal type of democracy At the shop level, joint committees should deal with particular problems in each shop and regulate day to day working At the department level they should coordinate the work of shop joint committee in each department and deal with specific departmental problems The joint committees at the factory level, like the central parliament should form the Apex and pay attention mainly to policy matters, lay down procedure, assign work to different type of committees and coordinate the work of various departmental committees. Each committee whether at shop-level, department-level or factory level should be complete in itself and specific functions should be allotted to each in order to avoid confusion

The committees, however, may not be in a position to deal with matters requiring expert opinion For speedy disposal of technical matters, therefore, sub-committees should be established. Standing

sub-committees are more suitable for matters of continuing interest like safety and accidents prevention, canteen operation, etc., while for other specific matters ad-hoc sub-committees may be set up. These sub-committees should have equal representatives of both employers and employees who should be given power to co-opt certain experts.

The size of the joint committees will also depend on the size of the establishment introducing labour association with management. However it should neither be too large to become unwieldy nor very small to frustrate the very object. The Labour-Management Cooperation Seminar, 1958, recommended that the total strength of such committees should not exceed 12 and should not be less than 6. However, the appropriate strength of a departmental committee would be 6 to 8 while that of a shop committee 4 to 6. Workmen's representatives on these committees should be workers themselves. However, in joint committees at the factory-level a certain number of outsiders may be permitted but their number in no case should exceed two.

The objective of labour-management cooperation cannot be achieved without the association of technical and supervisory staff and junior executives with the Joint Consultation machinery. In fact these are, the people who deal direct with the workers. Even there should be no objection if the workers choose to be represented in these committees by junior executives and their immediate bosses. Such a representative due to experience and knowledge of the working and problems of the enterprise would be able to take active part in the proceedings of these committees, promote common interest and protect labour from exploitation.

Employers' representatives on these committees should be nominated by the management while those of workers at the lowest level, i.e., in shop committees should be directly elected by workers by secret ballot and in department and factory joint committees by their representatives in shop and department committees respectively. The cooperation of representative trade unions would be very useful at such a juncture. These unions would help in the successful functioning of these bodies by educating workers in their working, getting suitable personnel selected for the purpose and rendering valuable guidance to workers' representatives in these matters. Thus, in order to gain the support of representative unions they must be recognised forthwith. Only the nominees of the recognised unions should be allowed to contest committee elections while all workers should be allowed to vote.

The functions of the joint committees, in the first instance, should only be advisory and should embrace discipline, recruitment, transfers and promotions, lay-offs, retrenchment and dismissals, modernisation and rationalisation, etc. Such an association, in the beginning would educate the management and the workers in the working of the joint machinery and help develop sound traditions and inspire greater confidence and understanding. Gradually these committees should also be given some supervisory and executive rights over certain less important managerial functions as:

- (i) Administration of welfare measures.
- (ii) Supervision of safety measures.
- (iii) Operation of vocational training and apprenticeship.

- (iv) Preparation of schedules and working hours and breaks and of holidays.
- (v) Payment of rewards for valuable suggestions received from employees, etc

It should also extend to supervision of disbursement of wages and salaries, job-analysis and drawing up of standing orders

However, matters of collective bargaining should be excluded from the sphere of these committees. Therefore, in order to avoid confusion the management and the recognised unions should lay down in clear words as to which subjects are to be covered by each of them.

Adequate information regarding the working, management and finances of the establishment is the very basis of worker participation. Therefore, workers should be provided with all such information except what is likely to prejudice the concern's competitive position. Effective association of workers with the management will, thus, pave the way for better understanding, increased productivity and harmonious functioning of the industry.

## REPORTS AND ENQUIRIES

### REVIEW ON THE WORKING OF THE MINIMUM WAGES ACT, 1948 DURING THE HALF-YEAR ENDING 30TH JUNE, 1959\*

1. Quarterly reports on the Working of the Minimum Wages Act, 1948, are received in the Bureau regularly from the State Governments, Union Territories and the Chief Labour Commissioner (Central). On the basis of information contained in these reports, the Bureau has been publishing half-yearly reviews (Quarterly reviews prior to the year 1958) in the Indian Labour Gazette. This review for the half-year ending 30th June, 1959 has been prepared accordingly. The reports for both the quarters have not been received from the Government of Assam and this review, therefore, does not cover the working of the Act in the State of Assam.

#### 2 Fixation and Revision of Minimum Wages

During the half-year ending June 1959, minimum rates of wages were fixed or revised for some scheduled employments by the Central Government and by the Governments of Bihar, Bombay, Delhi, Madras, Punjab, Rajasthan and U.P. Details are given in Statement No. I at pages 416—425 and are briefly enumerated below —

The Central Government have fixed minimum wages for Agricultural labour employed in the Central Mechanised Farm, Suratgarh (Rajasthan) and revised minimum wages fixed previously for certain categories of workers employed in the Indian Agricultural Research Institute, New Delhi, Central Vegetable Breeding Station, Kulu Valley, Punjab, Central Potato Research Institute, Patna, All-India Radio, Indore, Tanneries and Leather Manufactories under the Ministry of Defence, Central Water and Power Commission, Khadakwasla, Films Division, Bombay and C.P.W.D. at Ajmer, Delhi and in U.P.

\* A similar Review for the half-year ending 31st December, 1958 was published in the April, 1959 issue of the Indian Labour Gazette.

STATEMENT No I

Minimum Rates of Wages Fixed or Revised during the Half-year ending 30th June, 1959

Sl. No.	State	Industry/Employment	Area	Category of Workers/ Nature of Work	Minimum Rates of Wages		Notification No. and date	Remarks
					Fixed	Revised		
1	2	3	4	5	6	7	8	9
1	Central Government	(i) Central Mechnical Farm (ii) Indian Agricultural Research Institute, New Delhi *	Suratgarh (Hasthambh) New Delhi	Agricultural Labour General Labour Men	Rs 2 00 nP. per day	Rs 2 60 nP. per day Or Rs. 73 00 nP. per month Rs. 1 45 nP. per day Rs 1 00 nP. per day Rs. 0-75 nP. per day Rs. 1-50 nP. per day Rs. 1-25 nP. per day	[L.W.I. (n) 6(2)/59(1) dated 20th June 1959]	* Minimum rates of wages came into force with effect from 1st July, 1959
		(iii) Central Vegetable Breeding Station, Punjab *	Kulu Valley, Kangra Distt.	Women Adolescents Children Male Female	..	..		
		(iv) Central Potato Research Institute, Patna *	Patna	Men Women Adolescents Children	..	Rs. 1 50 nP. per day Rs. 1 25 nP. per day Rs. 1 00 nP. per day Rs. 0 60 nP. per day Rs. 4 60 nP. per day		
		(v) All India Radio, Indore *	Indore	Carpenter and Mason (Class II) Mistry	..	Rs 91 00 nP. per month Rs 85 00 nP. per month Rs 77 00 nP. per month Rs 75 00 nP. per month Rs 77 00 nP. per month Rs 83 00 nP. per month Rs 89 00 nP. per month Rs 85 00 nP. per month Rs 50 00 nP. per month Rs 77 00 nP. per month Rs 89 00 nP. per month Rs 75 00 nP. per month Rs 80-00 nP. per month Rs 77 00 nP. per month Rs 77 00 nP. per month Rs 115 00 nP. per month Rs 90 00 nP. per month		
		(vi) Thomson's and Leather Manufactories.	Under Ministry.	Defence Garment Carver Labourer Bakery Worker Fitter (General) Leach House Worker Limeryard Finisher Limeryard Underlayer Limeryard Worker Stoker Sweeper Pump Attendant Tanyard Worker Coiler Lower Division Clerk Checker (Classes I and II).	..	..		



## STATEMENT No I—contd

1	2	3	4	5	6	7	8	9
	Tihar— cotd.	Agriculture—contd.	Muzaffarpur Dist.,— contd.	(U) Harvesting Threshing and Winnowing (combined or maize and mays.) (2) Digging and collecting of Potatoes and Sweet Potatoes and harvesting of Chilies.  (A) Tractor Drivers .	One maund in ten maunds of the prepared grain  One maund in eight maunds of harvested crop.  Rs 60 per month			(*) Where minimum rates of wages are paid in cash the cash value of wages to be paid in kind will be computed in accordance with the Bihar Minimum Wages Rules, subject to the condition that the minimum rates of wages to be paid in cash will not be less than Rs. 1-12 nP. per day.
							No VI/W3 1013/ 507-11300 dated 25th June 1953.	(*) The rate of wages fixed in column 8 for the operations mentioned in column 6 will be for both attached and casual workers.  (ii) An attached worker will get three maunds of any food grain per year in addition to the minimum rates of wages fixed.  (iii) The monthly rates of wages will be calculated at thirty times the daily rates of wages.
			Saran District	(g) Ploughing, Harrowing, Embanking, Manuring, Sowing, Uprooting, Transplanting, Weeding, Irrigating, Threshing, Winnowing and other units of operations not specified	Two seers and four chataks of paddy and four chataks of Sattu per day; Or One seer and ten chataks of wheat and four chataks of Sattu per day; Or two seers and four chataks of maize and four chataks of Sattu per day; Or two seers of gram and four chataks of Sattu per day; Or two seers and eight chataks of peas and four chataks of Sattu	..		



(1) The word 'day' will mean 9 hours of work for an adult, 6 hours of work for an adolescent and 4 hours of work for a child.

(2) Where the minimum rates of wages are paid in cash, the cash value of wages to be paid in kind will be computed in accordance with the Bihar Minimum Wages Rules, subject to the condition that the minimum rates of wages to be paid in cash will not be less than Re 1/ per day.

\*Minimum rates of wages in the industry came into force from 1 2 59

per day: Or three seers of Kharras and four chataks of Sattu per day. Or two seers and four chataks of Barley and four chataks of Sattu per day:	Or Two seers and eight chataks of marna and four chataks of Sattu per day: Or two seers and eight chataks of arhar and four chataks of Sattu per day. Or two seers of kodo, rice and four chataks of Sattu per day:	Or Four seers of Kodo and four chataks of Sattu per day.	One in eight bundles of harvested crop.	One in sixteen bundles of harvested crop.	Re. 1 50 nP per day Re. 0 75 nP. per day	..	MVA 1957 J dated 20 4 1959.	*Minimum rates of wages in the industry came into force from 1 2 59
			(b) Harvesting Threshing and Winnowing combined.	(c) Harvesting only	(a) Adults (Men and Women). (b) Children.	Saunabitra Area		
3 Bombay	(a) Stone Breaking and Stone Crushing in Mines.*							

## STATEMENT No. I—contd.

1	2	3	4	5	6	7	8	9
	Bombay— contd.	(b) Any Shop or Commercial Establishments other than that covered under any other entries in Schedule I of the M.W. Act.	Whole State.	<p>Skilled.</p> <p>Semi skilled</p> <p>Unskilled.</p> <p>(i) Up to the age of 18 years (18 inclusive)</p> <p>(ii) Between the age of 19 and 21 years (both inclusive)</p> <p>(iii) 22 years and above</p>	<p>Rs. 52-50 to Rs. 140 00 P.M.</p> <p>Rs. 47-50 to Rs. 100 00 P.M.</p> <p>Rs. 20 to 35 per month.</p> <p>Rs. 30 to 52 50 per month.</p> <p>Rs. 38 to 70 00 per month.</p>	..	MWA. 4257-J dated 18-4-1950-	Varying rates of minimum wages have been fixed for six zones of the Bombay State separately for shops employing two or less employees, shops employing more than two employees and certain commercial establishments and shops and Commercial establishments where in a manufacturing process as defined in the Factories Act, 1948 is carried on. etc.
4	Delhi	Stone Breaking and Stone Crushing.	Kota Taluk, and surrounding area.	<p>(a) Rock breakers, Rock stone breakers, Stone carriers, Adult unskilled male and female workers. Adolescents and children</p> <p>Do.</p>	..	<p>Size of Stone breakings.</p> <p>1½ to 2½ Rs. 19/- for 132 C.F.</p> <p>1½ Rs. 10-60 for 132 C.F.</p> <p>1" Rs. 22½ for 132 C.F.</p> <p>1½ to 2" Rs. 14½ for 132 C.F.</p> <p>1½ Rs. 19 60 for 132 C.F.</p> <p>1" Rs. 22½ for 132 C.F.</p>	P. 2174/53-1 & L dt. 29-3-59.	

In the case of daily wage-earners, the minimum rate of wages payable has been computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest nP and, therefore, no separate payment for weekly rest day will be necessary in their case,

Outer areas	Do.	1½ to 2" Rs. 18/ for 132 C.F. 1½" Rs. 19 50 for 132 C.F. 1" Rs. 22/ for 132 C.F.	..
Whole State	B. Unskilled workers other than piece-rate workers: (1) Helper to Fitter, Helper to Blacksmith, Helper to Mechanic and other unskilled male workers (2) Skilled female Workers. (3) Adolescents. (4) Children.	{ Rs. 52-50 nP. per month or Rs. 2/- per day for daily-rated employees. { Rs. 45/- per month or Rs. 1 75 nP. per day for daily rated employees. Rs 1 25 nP. per day Rs. 1/- per day	..
	C Semi-skilled (1) Oil men.	{ Rs. 59 50 nP. per month Or Rs. 2 20 nP. per day for daily rated employees.	.
	(2) Assistant Fitter, Assistant Blacksmith and Assistant Mechanic.	{ Rs. 104/- per month or Rs. 4/- per day for daily rated employee	.
	D. Skilled (1) Master.	Rs 150/- per month	.
	(2) Fitter, Mechanic, Engine Driver and Blacksmith.	Rs 130/- per month Or Rs. 5/- per day for daily rated employee.	.

N. A. Means not available.

STATEMENT No 1—contd.

1	2	3	4	5	6	7	8	9
	Dahli— concd.	Stone Dressing and Stone Crushing— concd.	Whole State—concd.	E. Clerical and Non- technical Supervi- sory Staff (Messrs. Mansel Or Clerk)				
				(1) Non Matriculate	..	Rs 75/ per month		
				(2) Matriculate & Non Graduate.	-	Rs. 90/ per month.		
				(3) Graduate and above.	-	Rs. 110/ per month.		
5	Madras	(a) Tobacco (including Bida, Malabar) Manu- facturing— (b) Bida	Whole state excepting Kanyakumari district and in the Shenrothah Taluk of the Tirunelveli Distt	For rolling 1,000 Bids	..	(1) Rs. 1 69 (big size) (2) Rs 1 63 (small size) (3) Rs. 1 37 (small size) of the Makkadal type).	G O Ms No 1224, Industries, Labour and Co-operation (Labour) dated 18-3 68.	
			Kanyakumari Dist- rict and in Shen- rothah taluk of the Tirunelveli dis- trict.	Do.	..	Rs 1 37 for all sizes		
		(b) Cigar	Whole State	(1) for rolling 1,000 double wrapper Cigars.	..	Rs. 2-62 nP.		
				(2) For rolling 1,000 single wrapper Cigars.	..	Rs. 2-50 nP		
		(c) Staff	Do.	(1) For converting 1 vms of tobacco into smalls.	..	Rs. 0-57 nP.	..	(The daily minimum wages payable under this item should not be less than Rs. 1 69 nP.)

			Rs. 0 05 nP.	
			Rs. 0-12 nP.	
			Rs. 0-27 nP.	
			Rs. 0-43 nP.	
(2) For cutting 1 van of tobacco.			--	
(3) For stripping 1 van of tobacco.			--	
(4) For roasting 1 van of tobacco.			--	
(5) For grading and mixing of 1 van of tobacco.			--	
(1) <i>Handloom employ- ed in spinning</i>		Rs. 1 37 per day		G.O. No. 2403, Industries, Labour and Co operation (Labour) dated 22-6-59
(2) <i>Rice measurers</i>		Rs. 1 62 per day		
(3) <i>Handlooms employ- ed in grading grain</i>		Rs. 1 37 per day		
(4) <i>Dal Manufacturers</i>		Rs. 1 37 per day		
(5) <i>Load men</i>		Rs. 1 37 per day		
(6) <i>Cheks</i>		Rs. 50 00 per month		
(7) <i>Peons</i>		Rs. 1 25 per day		
(8) <i>Attenders</i>		Rs. 35 00 per month		
(9) <i>Carpenters</i>		Rs. 1 75 per day		
(10) <i>Varakkadalai workers</i>		Rs. 2 00 per day		
(1) <i>Boiler man</i>		Rs. 2-00 per day		G.O. No. 2402, Industries, Labour and Co operation (Labour) dated 22-6-59
(2) <i>Meal sages</i>		Rs. 1-50 per day		
(3) <i>Rotaryman</i>		Rs. 1 50 per day		
(4) <i>Peons</i>		Rs. 1 25 per day		
(5) <i>Crushers</i>		Rs. 1 25 per day		
(6) <i>Attender</i>		Rs. 35 per month		
(7) <i>Cheks</i>		Rs. 50 per month		
(i) Rice Mill, Flour Mill or Dal Mills*	Do		--	
(iii) Oil Mills	Do.			

\*Minimum Wages came into force from 1.7.59.

STATEMENT No. I—concd.

1	2	3	4	5	6	7	8	9
6	Punjab	Textiles	Whole State	Units having less than 10,000 spindles in the case of Cotton Textiles and less than 5,000 spindles in the case of Wool Textiles.	Rs 60 per month for unskilled work.		2168 C Lab 11/50/12060 dated 13 4 59	
7	Rajasthan	(a) Rice, Wheat and Dal Mills	Do.	Males and Females	Rs. 1-50 mP. per day.*		Published in Khasra than Raj. Tatra dated 13 1 59	
		(b) Woollen Carpet Making or Shawl Weaving Establishment.	Do.	Children	Rs. 45 per month† Rs. 1-25 mP. per day.* Rs. 37 50 mP. per month† Rs. 1 50 mP. per day Rs. 45 p m†		Came into force on 7-7 59	* Exclusive of weekly day of rest.
		(iv) Tobacco (including Bidi Making) Manufactory	Do.	Males and Females	Rs. 1 25 mP. per day Rs. 37 50 mP. per month		F 11(92) Lab/58, dated 6-2-59. F 11(92) Lab/57, dated 21 2 59 Came into force on 7-7-59	† Inclusive of weekly day of rest
		(vi) Oil Mills	Whole State excluding former Ajmer State.	Children			F 11(92) Lab/58, dated 6-2-59.	
		(c) Construction or Maintenance of Roads or in Building operations.	Whole State				Came into force on 7-7 59.	
		(vii) Stone breaking or Stone Crushing	Do.				F 11(92) Lab/58, dated 4-2-1959. Came into force on 7-7 59	
		(viii) Mines Works	Do.				F 11(92) Lab/58, dated 5 2 59	
			Whole State excluding former Ajmer State.				Came into force on 7-7-59	

8	Uttar Pradesh.	(iii) Mica Works so far as they relate to Mica Mines.	Do.	Adults		1 31 nP per day	Fl(92)/Lab/58, dated 5-2-59.
		(iv) Public Motor Transport.	Whole State	Driver	Rs. 2 50 nP. per day. Rs. 75 per month†		Came into force on 4-8-59 Fl(92)/Lab/57, dated 24-4-59
9	Uttar Pradesh.	Local Bodies 1. Development Board	Kannur	Conductors and Flying checkers	Rs. 1 75 nP per day Rs. 62 50 nP per month		
				Cleaners Peons Khulasis, Waterman etc	Rs. 1 50 nP per day Rs. 45 00 nP per month†		
				Clarks	Rs. 2 00 nP per day Rs. 60 00 nP per month†		Came into force on 7-7-59
				(i) Full time employees (Males and Females both)	Rs. 16 25 nP per month		Fl(92)/Lab/59, dated 5-3-59.
				(ii) Three quarter time employees male and Females both	Rs. 39 00 nP per month		
		2 Improvement Funds	Throughout the State	(iii) Half time employees (Males and Females both).	Rs. 22 50 nP per month.		
				(iv) Full time employees (Males and Females both)	Rs. 31 25 nP per month		
				(v) Three quarter time Employees (Males and Females both)	Rs. 25 00 nP per month.		
				(vi) Half-time employees (Males and Females both)	Rs. 17 50 nP per month.		

The Bihar Government fixed minimum wage-rates for Agricultural labour in the districts of Muzaffarpur and Saran whereas the Government of Bombay fixed minimum wages for employment in Stone Breaking and Stone Crushing Operations in Mines in the Saurashtra area and for Shops and Commercial Establishments other than those covered under any other entries in Schedule I of the Minimum Wages Act, 1948, for the whole State of Bombay. In Delhi Territory minimum wages fixed earlier for employment in Stone Breaking and Stone Crushing Operations were revised. The Madras Government also fixed/revised the minimum wages for the following scheduled employments. Tobacco (including Bidi Making) Manufactory, Rice Flour or Dal Mills and Oil Mills. In Madhya Pradesh, the minimum rates of wages, which were revised previously by the Government for employments in Rice, Flour and Dhal Mills; Tobacco (including Bidi Making) Manufactory, Oil Mills; Local Authority, Construction or Maintenance of Roads or Building Operations and Public Motor Transport, came into force from the 1st January 1959, bringing about thereby uniformity in respect of these employments in the reorganised State of Madhya Pradesh. In Punjab, minimum wages were fixed for units having less than 10,000 spindles in the case of Cotton Textiles and less than 5,000 spindles in the case of Woollen Textiles. As regards Rajasthan, minimum wages were fixed for several scheduled employments viz., Rice, Flour and Dhal Mills; Woollen Carpet Making or Shawl Weaving Establishments; Tobacco (including Bidi Making) Manufactory; Oil Mills; Construction or Maintenance of Roads or in Building Operations; Stone Breaking or Stone Crushing; Mica Works (including those relating to Mica Mines) and Public Motor Transport. Wages have been fixed for employees of the Development Board, Kanpur and the Improvement Trusts throughout the State of U.P.

The Government of West Bengal published in the Government Gazette, proposals to fix the minimum rates of wages payable to employees engaged in the Bone-Mill Industry and for employment in Agriculture in the whole State of West Bengal (excepting the Darjeeling and Jalpaiguri districts in which minimum wages were already fixed)

### *3. Committees and Boards set up under the Act:*

During the half-year under review, Advisory Committees to revise minimum rates of wages continued to have their deliberations in Andhra Pradesh in respect of the various scheduled employments viz., Woollen Carpet Making or Shawl Weaving Establishments, Rice Flour and Dhal Mills, Oil Mills, Local Authority, Construction or Maintenance of Roads and Building Operations, Stone Breaking and Stone Crushing, Mica Works, Public Transport, Tanneries and Leather Manufactories and Agriculture. In the State of Mysore, Advisory Committees were constituted with a view to advising the Government on the fixation/revision of minimum wages in respect of the following employments: Rice Mills, Flour Mills, Dhal Mills and Oil Mills, Tobacco (including Bidi Making) Manufactory, Road Construction or Building Operations and Stone Breaking or Stone Crushing, Tanneries or Leather Manufactory, Plantations, Public Motor Transport, Local Authority and Agriculture. Committees set up previously for revising



minimum wages in the State of Orissa have submitted their recommendations, which are under the consideration of the State Government. The Revision Committee set up in Rajasthan for the Agricultural employment submitted its report to the Government during the period under review.

#### 4 *Employments added to the Schedule appended to the Act*

In exercise of the powers conferred by Section 27 of the Act, the Governments of Bihar, Punjab and Rajasthan have added certain employments to the schedule appended to the Minimum Wages Act, 1948, in order to fix minimum rates of wages in such employments. Employments added during the period under review were those relating to Printing Presses, Automobile Engineering Shops, Dam Construction and Irrigation Works and Brick Laying in the State of Bihar, Ayurvedic and Unani Pharmacies in Punjab and the Bone-Mill Industry in West Bengal. The Government of Rajasthan was considering the inclusion of the following employments to the schedule to the Act: Cotton Ginning and Pressing Factories, Wool Cleaning and Pressing Factories, Printing Presses and Gota Kinarī Establishments. The West Bengal Government published in the State Gazette its intention to include the Cinema Industry to the Schedule to the Act.

#### 5 *Exemption granted*

Under Section 26 of the Minimum Wages Act, the appropriate Governments are authorised to grant for special reasons exemptions from the provisions of the Act for a specified period to all or any class of employees engaged in any scheduled employment or to any locality where a scheduled employment is carried on. The details of such exemptions granted by the various State Governments during the half-year under review are given below.

The Government of Bombay exempted certain Categories of employees like the part-time employees, apprentices, etc., employed in Local Authorities, Shops and Commercial Establishments, Cotton Ginning and Cotton Pressing Factories, Printing, Construction or Maintenance of Roads or Building Operations, for varying periods from certain/all provisions of the Act. In Delhi, exemptions were granted from Sections 13 and 14 of the Act relating to weekly day of rest and overtime to Municipal staff attached to the Cattle ponds and maternity and Child Welfare Centres, who have been allotted residential accommodation in the precincts of their places of duty, for a further period of one year from the 1st July, 1959. In Mysore, employees employed on a part-time basis in fire-fighting services and in regulating the water supply for any Local Authority in the Bombay area were exempted from certain provisions of the Act for a period of two years, with effect from the 1st April, 1959; chowkidars employed by the Belgaum Municipality at the Guest House, Konukalgalli, Belgaum district were also exempted from the provisions of Section 13(a) and 14 of the Act.

#### 6 *Enforcement of the Act*

Under Section 19 of the Act, the appropriate Governments have appointed Inspectors to enforce the various provisions of the Act and Rules made thereunder. The number of inspections made, irregularities detected and prosecutions launched by the Inspectors in

the Central Sphere Undertakings and in the different States during the half-year ending June, 1959 are given in the following Statement No II —

### STATEMENT NO. II

*No of Inspections Made, Irregularities Detected and Prosecutions Launched during the Half-year ending June, 1959*

Serial No	Central Undertakings/State	No of Inspections made	No of Irregularities detected	No. of Prosecutions launched
1	Central Sphere Undertakings .	3,952	7,943	12
2	Andhra . . . . .	2,488	62	..
3	Bihar . . . . .	5,531	865	..
4	Bombay . . . . .	3,001	2,910	73
5	Kerala . . . . .	4,800	725	15
6	Madhya Pradesh . . .	2,224	1,107	46
7	Madras . . . . .	5,815	1,095	3
8	Mysore . . . . .	1,465	16	1
9	Orissa . . . . .	320	524	0
10	Punjab . . . . .	3,720	174	33
11	Rajasthan . . . . .	340	85	2
12	Uttar Pradesh . . . .	6,519	4,644	9
13	West Bengal . . . . .	N A.	N.A.	N.A.
14	Delhi Territory . . . .	1,916	1,081	102
	Total*	41,700	21,031	305

N A — means not available.

\*—Excluding West Bengal

On the basis of figures furnished by the Chief Labour Commissioner (Central) and twelve State Governments, it will be seen that during the period under review, 41,700 inspections were made, 21,031 irregularities were detected and 305 prosecutions were launched for the infringement of the provisions of the Act and Rules. The contraventions were in respect of non-payment of minimum wages fixed, non-maintenance of registers and records, non-display of notices and abstracts of the Act and Rules, non-issue of wage-slips and wage-cards, hours of work and weekly holidays, etc. The largest number of inspections (6,519) were made in Uttar Pradesh, 7,943 irregularities were detected in the Central Sphere Undertakings, and the Delhi Territory launched the largest number of prosecutions, numbering 102, during the half-year ending June, 1959.

### 7. Rules framed, etc.:

Certain amendments were made to the Minimum Wages Rules by the States of Andhra Pradesh, Bombay, Orissa and Punjab. In Madhya Pradesh, the Minimum Wages (Madhya Pradesh Amendment) Act, 1959 was passed and the State Government published in the Official Gazette the Madhya Pradesh Minimum Wages Rules, 1959. The Government of Mysore also published in the Gazette the Minimum Wages Rules applicable to the re-organised State of Mysore. Draft proposals for amending certain Rules in the Kerala Minimum Wages Rules have been published by the Kerala Government in the Gazette.

### 8. Difficulties experienced and suggestions made

Certain difficulties were experienced by the State Governments in the working of the Act and some have made suggestions to overcome the difficulties encountered. The problems faced by certain State Governments and suggestions made are mentioned briefly in the following paragraphs.

**Bombay**—An application was filed by the Government of Bombay and employers of Bidi factories in the High Court of Bombay at Nagpur for leave to appeal to the Supreme Court against the decision of that Court on the State Notification revising the minimum rates of wages fixed under the Act for Bidi workers in the Vidarbha region of the Bombay State. Leave was granted to both the parties with the result that the revised wages were not being paid to Bidi makers in that region, most of whom stay in interior villages and are employed through Bidi Contractors or Thekedars. This Government also pointed out that it is difficult to show in the registers and records, details of working hours of out-workers employed in the Bidi Industry as the employer is not expected to know their actual working hours. Difficulty was also experienced in enforcing minimum wages in Road Construction and Building Operations in certain areas. The Government suggested that a clearance certificate from the Minimum Wages Inspector may be insisted upon in respect of works carried out by the P.W.D. and Municipalities before finally passing the bills of contractors, as such a system is reported to be followed in respect of works undertaken on behalf of the C.P.W.D. and M.E.S.

**Delhi**—Difficulties were experienced by the Government of Delhi in the enforcement of the Act mostly in the case of Building Operations and Road Construction and Public Motor Transport employments. In the case of Building Operations, the difficulty related to the observance of paid weekly holidays, especially in the case of daily-rated employees. In the case of private Construction Work, the inspectorate staff were faced with considerable difficulty in carrying out inspections, as the work is usually distributed to a number of petty contractors who, in a majority of the cases, do not maintain any registers or records and work themselves along with workers employed by them. In most of the cases, such petty contractors are uneducated and are not conversant with the Labour Laws. As regards the employment in Public Motor Transport, difficulty was felt in the course of checking the observance of working hours, weekly holidays and overtime working in the case of drivers and cleaners employed

on goods trucks who ply on inter-state routes. In the case of small employers who own only one truck or taxi, it was found difficult to check their records, as they have no fixed office or work-spot where inspection could be carried out.

**Madhya Pradesh**—In Madhya Pradesh, difficulty was experienced in the categorisation of employees as skilled and semi-skilled in assessing the wage-rates of different classes of employees in certain scheduled employments like the Rice, Flour and Dhal Mills, Oil Mills, Local Authority, Construction or Maintenance of Roads or in Building Operations and Stone Breaking and Stone Crushing.

**Mysore**—The inspectors in charge of the work in Agricultural employment in Mysore continued to experience difficulty in enforcing the Act owing to the fact that most of the Agricultural employers and employees, being illiterate, were not conversant with the provisions of the Act and Rules framed under the Act. The Inspectors were, therefore, still spending much time in educating the employers and employees about their rights and obligations under the Act. It was also reported by some of the Inspectors that many employers pay less than the minimum rates of wages fixed, but obtain signatures of the employees for higher emoluments. The employees, being afraid of victimisation gave false statements when questioned and the inspectors are helpless on such occasions. The Mysore Government, therefore, feels that only strong Trade-Union movement can bring relief to these Agricultural employees.

It was also found difficult to enforce the provisions of the Act to employees in Road Construction and Building Operations, Stone Breaking and Stone Crushing, as the work is given to contractors who do not employ direct labour, but entrust the work to sub-contractors. They do not maintain registers nor pay the employees in accordance with the wages fixed for this employment. In the absence of records, it became difficult to investigate complaints and verify old claims of the employees.

**Orissa**—Difficulties were experienced in the enforcement of the Act and Rules in the State Transport Services in Orissa, which are governed by the Rules for all Government Servants in the State, and also in the case of Road Construction and Building Operations, the latter due to their casual and irregular nature of work and as they are scattered throughout the State.

**Punjab**—The Punjab Government experienced paucity of field and ministerial office for the proper enforcement of minimum wages and other provisions of the Act.

**Rajasthan**—The Rajasthan Government feels that the illiteracy of employers stood in the way of maintaining proper registers and records for employments covered under Schedule I appended to the Act and the ignorance and docility of the employees also was a barrier in the actual implementation of the different provisions of the Act. In the case of Agricultural employment, the size of the industry, inadequate machinery for enforcement of the Act, payment in kind, blind faith in dogmas and traditional thinking and fragmentation of land holdings created a number of difficulties.

**West Bengal**—In West Bengal, it was observed that firms were not maintaining registers as required under the Minimum Wages Act.

and Rules Complaints of non-payment of minimum wages in the Bidi industry and Tanneries were reported from certain areas. Difficulty in respect of enforcement of the revised wages in all the Municipalities, except Calcutta and Howrah, arose as they pleaded inability to give effect to the notified wages without financial assistance from Government. The question of financial assistance to the Municipalities was taken up by Government for consideration. The West Bengal Government considers that the number of whole-time Inspectors is inadequate, having regard to the number of establishments covered under the Act.

#### A REVIEW OF THE REPORTS OF THE PARTICIPANTS REPRESENTING INDIA IN INTERNATIONAL LABOUR ORGANISATION TRAINING COURSE ON MUTUAL BENEFIT SOCIETIES HELD AT COPENHAGEN (DENMARK) IN AUGUST, 1956

The International Labour Organisation under the United Nations Expanded Programme of Technical Assistance and with the co-operation of the Danish Government and the International Social Security Association, arranged a training course on Mutual Benefit Societies in Copenhagen in August 1956. The object of the training course was to give the participants from the underdeveloped countries the opportunity to study the Danish Health Insurance Scheme, run on a voluntary and mutual aid basis in order to enable them to consider the possibility of applying the principle of co-operation in health insurance in their respective countries. This review is based on the reports of the following participants from India: Sarvashri K. N. Nambiar, S. Raghavan, N. B. Chatterji, D. R. Sharma, S. K. Wadhawan and Inder Singh.

The Danish Health Insurance Scheme, according to the Reports, incorporates the principle of voluntarism. The most important characteristic of the Danish mutual aid system is that it originated from the people who sought protection against sickness and want. Later on, the constitution of the country assured assistance to every citizen in case of need provided he satisfied certain conditions.

The public sickness Insurance is carried out through two types of sickness Insurance funds, viz. sick clubs, which are State approved, State supported and are open to persons of small means and "continuation funds", which are only State-supervised and cover well-to-do persons whose income exceeds a certain limit. Both the sick clubs and continuation funds, are non-profit making and private institutions. There are nearly 1 600 sick clubs, generally one for each local district—commune and a total of 18 continuation funds, one for each country. Besides active members, the sick clubs and continuation funds have passive members who pay only a symbolic contribution but do not receive any benefits. The scheme covers 98 per cent—89 per cent as active members and 9 per cent as passive members—of the total population of the country. The sick clubs are required by law to provide the following benefits to their members—

- (i) Free consultation with and domiciliary visits by, general medical practitioners in the event of sickness,
- (ii) Free hospital treatment in municipal or State hospitals, public mental hospitals and approved T.B. hospitals;

- (iii) Supply of vital and prescribed medicines at concessional rates,
- (iv) Daily cash benefits during illness to compensate the loss in earnings,
- (v) Maternity services, including midwifery, medical attendance and daily cash benefit, and
- (vi) Death benefit

Certain other benefits, which are given optionally by the sick clubs on payment of additional contributions include—(i) specialist treatment (ii) Dental care, (iii) Treatment in Convalescent homes, (iv) Home nursing, (v) Physiotherapy, (vi) Radiotherapy, (vii) Supply of surgical appliances and spectacles at concessional rates and (viii) house-keepers service when the housewife is ill. For the purpose of providing medical care to all the members through general medical practitioners, the Federation of sick clubs has entered into an agreement with the Association of private Medical Practitioners.

In case of continuation funds, none of the benefits is required to be provided by law. While the sick clubs guarantee free medical treatment to their members, the continuation funds reimburse a part of the expenses incurred by the members on their treatment.

The main source of income of sick clubs is the contribution paid by members, constituting 70 per cent of the total income. Direct subsidies from the State or communes account for another 24 per cent, while the balance of 6 per cent is received as the refund of funeral benefits by the State. The smaller sick clubs are run wholly by unpaid office bearers and the office of such clubs is generally located in the house of the President or the Secretary or one of its members. The bigger sick clubs appoint paid workers and have their offices in rental buildings or in the buildings owned by themselves.

Apart from the benefits of health insurance, there are certain other benefits provided by the clubs. Special risks resulting in temporary or permanent disablement or cessation of income are covered separately by unemployment insurance, accident insurance, invalidity insurance and old age pensions. Whereas the unemployment insurance is voluntary in principle the invalidity insurance is contributory and compulsory for all members of sick clubs. The Financial responsibility for accident insurance is legally placed entirely on the employer. The cost of old age pensions is met by the State and eligibility for the same is conditional on the active membership of the sick clubs. The Municipalities and State Governments provide for the rehabilitation of persons who are insane, mentally deficient, crippled, blind, deaf, etc. They also provide assistance when the insurance benefits have expired or when the person concerned is not insured.

The successful working of the sick clubs and insurance funds is due to the confidence and trust of the people in it. There is, however, no integrated agency to cover the entire population and separate contributions are required for benefits like invalidity insurance, unemployment insurance, etc.

There is a divergence of opinion among the Indian participants on the question whether the mutual benefit scheme should be introduced in India voluntarily or compulsorily. Whereas Sarvashri Nambiar and Raghavan favour the former, Sarvashri Chatterji and Sharma

have advocated the latter on the lines of all European countries except Denmark, on the ground of expediency in the face of people's age old dependence on the Government for medical care, etc

Certain participants, viz. Sarvashri Chatterji, Sharma and Wadhawan have suggested that in view of the existing facilities in the form of doctors, nurses etc., the conditions are more favourable for initiating the scheme of health insurance in the urban areas Shri Nambiar has, on the contrary, favoured the starting of the scheme in the villages where the need for such Societies is the most Shri Wadhawan has further suggested that for starting the scheme in the urban areas arrangements may be made with the general practitioners on the basis of capitation fee per family After gaining some experience, the mutual benefit societies in a city, district or a state can combine together to form a federation, at which stage the question of further improvements and extension of benefits may be considered

According to Shri Nambiar a few pilot societies may be started in some selected villages under the National Extension and Community Development Programmes The village institutions like panchayats and co-operatives can profitably be utilised in the initiation of the scheme These pilot societies should, in the first instance, provide only medical care during sickness, accident and maternity and with the success of the experiment their scope may be extended to other aspects, e.g., crop insurance, cattle insurance, etc These societies may be registered under the Co-operative Societies Act

There has almost been a consensus of opinion among them that the mutual benefit societies should, to start with, confine their activities to providing limited benefits in kind consisting of medical care, maternity care and care of children Other aids like rehabilitation benefits or special benefits such as home nursing house keepers' services, etc should be left out In view of the low economic level of the population, the contribution by members should be kept low and the Government should meet the rest of the cost

## LABOUR LAWS AND DECISION

### LAWS

#### THE EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959

The above Act has been published in the Gazette of India Extraordinary for general information The main provisions of the Act were published in June, 1959 issue of the Indian Labour Gazette

#### AMENDMENTS TO THE INDUSTRIAL DISPUTES (CENTRAL) RULES, 1957

In exercise of the powers conferred by section 38 of the Industrial Disputes Act 1947 the Central Government has further amended the above rules The latest amendment relates to the substitution of clause (g) of rule 2 by another, which prescribes that in relation to an industry not covered by sub-clause (ii) and carried on by or under the authority of a Department of the Central or a State Government the officer in charge of the industrial establishment will be the 'employer'

## DRAFT AMENDMENTS TO THE ORISSA PAYMENT OF WAGES RULES, 1936

The Government of Orissa propose to amend the above Rules by bringing them in conformity with the Central Rules as a result of the amendment of the Act. The draft amendments have been published in the State Gazette for information and will be taken into consideration on or after the 20th January, 1960.

[State Labour Deptt. Notification No. IW-44/59.9197/Lab,  
dated the 26th September, 1959]

### (1) THE RAJASTHAN WORKMEN'S COMPENSATION (COSTS AND FEES) RULES, 1959

#### (2) THE RAJASTHAN TRADE UNION REGULATIONS, 1959

The Government of Rajasthan have framed the above Rules and Regulations and have published them in the State Gazette for general information. The main provisions contained therein were published in the August and March 1958 issues of the Indian Labour Gazette respectively.

- [(i) Notification No. F1(6)/Lab 57, dated the 15th June, 1959
- (ii) Notification No. F1(76)/Lab/57, dated the 2nd February, 1959—Rajasthan State Gazette, September 10, 1959]

## DECISION

**"ANY DISPUTE WHICH ARISES BETWEEN THE EMPLOYER AND THE LEGAL REPRESENTATIVE OF THE DECEASED EMPLOYEE REGARDING THE MATTER OF COMPENSATION OR WAGES PAYABLE TO THE DECEASED CANNOT BE REGARDED AS AN INDUSTRIAL DISPUTE BETWEEN AN EMPLOYER AND EMPLOYEE."**

The above observation was made by the State Industrial Court, Nagpur in an appeal filed by an employer against the order passed by the District Industrial Court, Wardha, bringing the legal representative of the employee on record in place of the petitioner employee who died during the pendency of the proceedings before the Lower Court. The facts of the case were as below —

The father of the respondent was an employee of the appellant Mill Company, and he was retired with effect from 1st February, 1949. The employee made an application for his reinstatement on the grounds that the order of his retirement was contrary to the terms of the Textile Award known as Mangal Murti Award. The employee, however, died during the pendency of the proceedings in the Lower Court. The present respondent, son of the deceased, applied for substitution as applicant and continuance of the proceedings. The Lower Court allowed the application. The State Industrial Court, Nagpur, however, set aside the order of the Lower Court on the grounds that there was nothing in the definition of the term 'employee' as given in the C P and Berar Industrial Disputes Settlement Act, 1947, to suggest that it includes the legal representative of the deceased employee and also that a dispute between an employer and the legal representative of a deceased employee cannot be regarded as an industrial dispute.



## LABOUR INTELLIGENCE

## INDIAN

## MONTHLY LABOUR NEWS—SEPTEMBER 1959

## EMPLOYMENT SITUATION

(a) *Employment Exchange Statistics*—The highlights of the statistics for the month are as follows —

- (i) Compared to the previous month, registrations at the Employment Exchanges recorded an increase of 10,108 i.e. by 46 per cent. At the end of the month, the number of applicants on the Live Registers was 14,08,903 as against 13,77,096 at the end of the previous month, thus registering an increase of 31,807 i.e. by 23 per cent.
- (ii) The total number of vacancies notified to the Exchanges declined by 36 per cent. The number of vacancies notified declined in both the public and the private sector. Of the total number of vacancies notified to the exchanges 88.3 per cent were in the Government and quasi-Government establishments and Local Bodies. The number of employers utilising the services of the Exchanges increased from 7,673 during the previous month to 7,743 during the month under review i.e. by 0.9 per cent.
- (iii) The particulars of 1,60,509 applicants as against 1,49,781 during the previous month were forwarded for the available job opportunities. The number of placements effected during September 1959 was 23,982 as compared to 24,070 in August 1959, thus recording a decline of 0.4 per cent.

The relevant statistics are presented in the following table —

	September 1959	August 1959
Registrations . . . . .	2 28 417	2 18,309
Number of Applicants on the Live Registers . . . . .	14 08 903	13,77,096
Number of Employers Utilising the Services of the Employment Exchanges.	7 743	7,673
Vacancies Notified . . . . .	33 493	34,759
Placements Effected . . . . .	23 982	24 070

(b) *Closures*—Information on closures supplied by the States shows that during the month there were 17 closures in 6 of which 340 workers were affected, as against 64 closures affecting 1,447 workers in 50 cases in the preceding month. Of the 17 closures, 4 were due to financial difficulty, 3 to loss in business and one each to end of season, repair of building and removal of machinery. The reasons for the other closures are not known.

(c) *Retrenchments*—In the States supplying information, there were retrenchments in 13 units affecting 267 workers. In the previous month, retrenchments were reported from 36 units affecting 2,350 workers. The main reasons for retrenchment during the month under review were non-availability of raw material, shortage of work and closure of departments.

(d) *Lay Off*—In the States supplying information 3 units laid off 67 workers mainly due to shortage of work

(e) *Employment in New Factories and Factories Re-opened after Closures*—In the States supplying information 25 new factories were registered in 5 of which 101 workers were proposed to be employed. In Andhra 13 factories re-opened after closure providing employment to 268 workers

(f) *General Employment Situation in Factories*—Reports received from the States do not show any significant variation in the employment situation

#### WORKING OF LABOUR LAWS

For securing proper compliance with the provisions of various Labour Acts, the Central and State Governments have set up an elaborate inspection machinery. Inspectors are required to pay regular visits to undertakings and to get infringements, if any, rectified. Recourse to legal action is generally taken in cases of gross violations or against habitual defaulters. The Table below shows the number of establishments inspected, prosecutions launched and convictions obtained during the month of September 1959, under the Factories Act, Payment of Wages Act, Minimum Wages Act and the Shops and Commercial Establishments Acts in the States for which information is available. Statistical data regarding the number of Trade Unions registered etc., under the Indian Trade Unions Act, 1926, are given in a separate Table and information regarding the implementation of the Industrial Employment (Standing Orders) Act, 1946 and the Workmen's Compensation Act, 1923, etc., is given in separate paragraphs

#### ESTABLISHMENTS INSPECTED, PROSECUTIONS LAUNCHED, ETC., UNDER CERTAIN LABOUR LAWS IN SEPTEMBER 1959

(a) Number of establishments inspected

(b) Number of prosecutions launched

(c) Number of convictions obtained

State/Union Territories	Under the Factories Act			Under the Payment of Wages Act			Under the Minimum Wages Act			Under the Shops and Commercial Establishments Acts		
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Andhra Pradesh	520	48	46	320	—	—	278	—	—	22	388	110
Assam	28	—	—	34	—	—	11	—	—	69	—	—
Bombay†	1,212	187	175	90	—	—	195	—	—	774	—	—
Kerala	308	14	6	83	—	—	544	2	—	2,339	1	8
Madhya Pradesh†	197	3	—	—	—	—	239	7	—	4,511	416	264
Madras	786	39	23	1,363	1	2	1,234	4	1	53,572	60	55
Punjab†	118	77	—	—	—	—	508	—	—	14,034	820	—
Uttar Pradesh	415	30	13	212	—	—	1,375	1	—	6,054	40	38
Delhi*	—	—	—	—	—	—	382	33	6	2,283	280	299
Tripura*	—	—	—	1	—	—	7	—	—	—	—	1

\*Union Territories.

†Information relates to August, 1959.

**NUMBER OF TRADE UNIONS REGISTERED, ETC., UNDER THE INDIAN TRADE UNIONS ACT, 1926 DURING SEPTEMBER 1959**

State Union Territories	Registered unions at the beginning of the month	Newly registered during the month	Registrations cancelled during the month	Registered Unions at the end of the month
Andhra Pradesh	—	14	1	—
Assam	186	5	—	191
Bombay†	1,855	22	—	1,877
Kerala	—	19	—	—
Madhya Pradesh†	347	3	—	350
Madras	1,006	21	69	958
Punjab†	492	15	8	499
Uttar Pradesh	1,050	9	6	1,053
Delhi*	—	—	—	—
Tripura*	31	—	—	31

\*Union Territories.

†Information relates to August 1959

**INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

The number of undertakings whose Standing Orders were certified during September 1959 were as follows.—Andhra—3, Madras—2 and Uttar Pradesh—6.

**WORKMEN'S COMPENSATION ACT, 1923**

In Andhra a sum of Rs 18,052 38 was paid as compensation in respect of fatal cases and Rs 1,509 42 as compensation in respect of non-fatal cases. In Kerala the Commissioner for Workmen's Compensation decided thirteen cases and an amount of Rs 4,814 88 was disbursed towards compensation. In Madras, an amount of Rs 3,267 00 was paid as compensation in respect of eleven fatal cases and a sum of Rs. 327 40 in respect of three permanent disablement cases. In Delhi, out of a total of 40 cases arising out of awards and agreements the commission for workmen's compensation disposed of seven cases during the month under review.

**WORKERS' EDUCATION**

In Andhra, largely attended workers' education classes were continued to be held at the factories situated in Hyderabad-Secunderabad. These classes were held in four languages.

In Uttar Pradesh, adult education classes were continued to be held at 4 labour welfare centres at Kanpur during the month under review.

### LABOUR WELFARE

In Andhra welfare activities like indoor and outdoor games and cinema shows were held at different welfare centres during the month under review. Skim-milk was distributed to children and expectant mothers in the different welfare centres.

In Uttar Pradesh besides the usual welfare activities special programmes were also organised during the month under review.

In Delhi, the usual welfare activities were conducted in all the labour welfare centres.

### INDUSTRIAL HOUSING

In Uttar Pradesh, 45 houses were constructed under the various phases of the Subsidized Industrial Housing Scheme thus bringing the total number of quarters constructed under all the six phases to 20,727 at the end of August, 1959. Under the Sugar Housing Scheme, twelve more quarters were completed thus bringing the total number of quarters constructed up to the end of the month to 1,325.

In Delhi eligible Industrial workers were given possession of seven quarters in the Industrial Housing Colony, Najafgarh Road during the month under report. The total number of houses so far occupied by qualified workers came to 1,205 and the number of houses lying vacant at the end of month was 157.

### COMMITTEES, CONFERENCES AND ENQUIRIES

In Andhra, the Standing Committee of the Andhra Pradesh Productivity Council and the 16th meeting of the State Coalfield Sub-Committee were held at Hyderabad during the month under review.

In Assam, the 14th sitting of the Standing Labour Committee held at Shillong discussed, among other things, non-payment of bonus contributions in respect of workers in certain tea gardens for 1956, interim increase in wages of plantation workers, payment of rice-cut compensation under the Supreme Court Award and the demand for abolition of contract system in Jorhat Tea Co.

In Kerala, the Industrial Relations Committee for Engineering Industry at its meeting discussed matters such as the working of the sub-committee for staff, bonus for 1958, grant of annual increments and the closure of Madura Company and adopted resolutions in the matter. The Coir Industrial Relations Council discussed the question of gratuity scheme and resolved that without affecting the settlement relating to retirement of workers, such of those cases where retrenchment was proposed by the employers should be brought before the CIRC.

In Madras, the monthly meeting of the State Housing Board reviewed the progress made in the various housing schemes undertaken by the Government. The meeting of the Minimum Wages (State) Advisory Board considered the question of revision of Minimum rates of Wages for the employment in Mica Mines. The first meeting of the State Evaluation and Implementation Committee discussed subjects relating to the procedure to be followed in investigating breaches of the Code of Discipline, preventive action to be taken before strikes, lockouts and closures, analysis of appeals pending in the High Court and Supreme Court and Model Grievance Procedure.

In Delhi, the meeting of the Reconstituted Labour Advisory Board discussed among other things labour schemes proposed to be included in the Third Five Year Plan for the Union territory, suggestions regarding appointment of an exclusive court to expedite cases under various Acts, conferring jurisdiction on the Labour court to receive applications for computing all types of benefits accruing to workmen and the provision of sufficient number of smaller plots for housing purposes in the Master Plan for Delhi

## INDUSTRIAL DISPUTES AND RELATIONS IN INDIA DURING SEPTEMBER, 1959

The information regarding industrial disputes received from the various States is shown in the tables in the Statistical Section of this issue. It will be seen that in September 1959, there were 62 fresh disputes. In 54 of these disputes, for which information on number of workers involved and mandays lost both are available, the maximum number of workers involved was 17,401 in units normally employing 35,083 workers. The figures for the previous month were 98 fresh disputes, maximum number of workers involved in 89 disputes was 47,999 in units normally employing 77,317 workers. The number of disputes current at any time during the month was 71. In 63 of them the maximum number of workers involved was 26,822 in units normally employing 48,473 workers. The figures for the previous month were 141 current disputes, maximum number of workers involved in 132 disputes 66,437 in units normally employing 1,00,548 workers. The average number of workers involved in 63 current disputes during September, 1959 was 26,434. In the preceding month the average number of workers involved was 63,716 in 130 current disputes. The man-days lost were 94,190 during September, 1959 and 3,96,789 during the preceding month. The time-loss during September, 1958 and the monthly average time-loss during the year 1958 was 5,38,344 and 6,49,799 respectively. The average duration of disputes current at any time was 36 days during September, 1959 and 62 in the preceding month. It may be mentioned that the figures given above for the months of August and September are not strictly comparable, as information relating to Jammu and Kashmir, Madhya Pradesh, Mysore, Orissa, Punjab, Uttar Pradesh, West Bengal is not included in the figures for the latter month due to non-receipt of returns.

None of the disputes resulted in lock-out during the month of September, 1959.

Sixty disputes terminated during the month of September, 1959. Of these 50 lasted for not more than five days each and no dispute lasted for more than thirty days. The workers were completely or partially successful in 12 cases that terminated during the month. They were unsuccessful in 18 cases. The results were indefinite in 17 cases and not known in 13 cases. Among the important causes of fresh disputes may be mentioned 'Personnel' in 22 cases and 'Wages and Allowances' in 11 cases. During the month under review, a time-loss of 42,259 man-days out of the total of 94,190 i.e. 44.9 per cent was accounted for by the Manufacturing industry group. Mining and Quarrying and Electricity, Gas, Water and Sanitary Services followed next with time-losses of 25,204 and 18,141 man-days respectively i.e. 26.8 and 19.3 per cent. of the total. Time-losses in other major groups of industries were comparatively low. By individual industries,

considerable time-loss was recorded in Iron and Steel (18,890 man-days) under the Manufacturing group, in Stone Quarrying Clay and Sand Pits (20,000 man-days) under the Mining and Quarrying Group and in Sanitary Services (18,111 man-days) under Electricity, Gas Water and Sanitary Services

Bombay recorded a time-loss of 29,080 man-days during the month This was the highest among all the States Next in order came Andhra Rajasthan, Madras and Bihar with a time loss of 22,134; 16,543, 10,883 and 6,629 man-days respectively. Compared to the previous month, the time-loss increased only in Rajasthan by 7,013 man-days It decreased in the remaining States

Regarding the industrial relations in the States there was nothing special to report

#### DETAILS OF IMPORTANT DISPUTES

The strike in Nagarjunsagar Dam Quarry, Vijayapuri, Andhra (A.I.T.U.C) reported earlier, came to an end on 6-9-1959, after continuing for 23 days The strike caused a total time-loss of 92,000 man-days of which 20,000 were lost during the month under review. The strike in Kirloskar Oil Engines Ltd., Kirkee (H.M.S.) for recognition of Union and appointment of private arbitrators which had been continuing since 13th July 1959 was still in progress at the end of the month under review It caused a time-loss of 16,850 man-days and loss of Rs 64,755 in Wages during the month under review. The workers of Municipal Committee, Jaipur, struck work demanding fixation of wages, supply of uniform etc on the 25th August, 1959 They, however, resumed work unconditionally on 12-9-1959. The strike accounted for a total time-loss of 25,500 man-days and Rs. 46,976 in wages. On the 24th September, 1959, about 1,699 workers of Western India Match Company, Thiruvottiyur, Chingleput, went on strike as a protest against the lay-off of certain workers The workers, however, resumed work through the intervention by the Labour Officer on 28-9-1959 The strike resulted in a time-loss of 6,796 man-days, Rs. 16,500 as wages and Rs 3,74,325 as loss in production.

For the manufacturing industry group, the index of Industrial Unrest (Base 1951=100) for the month of September, 1959, was 7 (Provisional) as against 71 in the preceding month

#### SETTLEMENT OF DISPUTES AND COMPLAINTS RECEIVED BY THE STATE LABOUR DEPARTMENTS

The following statement shows the number of complaints (classified by their nature) received by the Labour Departments of various States during September, 1959 and the number settled or investigated by them.—

State	Number of Complaints Received during the month relating to								No of Complaints settled or Investigated*
	Wages and Allowances	Bonus	Personnel	Retrenchment	Leave and hours of work	Others	Not known	Total	
Delhi	100	—	—	—	—	—	—	100	87
Kerala	166	58	67	—	29	63	—	291	272
Madras	174	67	257	19	22	227	—	764	939
Tripura	13	—	1	—	—	3	—	17	7

\*Includes outstanding cases of the previous month

Source—Monthly Labour News submitted by State Governments.

According to one of the recommendations of the General Conference of International Labour Organisation (1949) "vocational guidance" is an "assistance given to an individual in solving problems related to occupational choice and progress with due regard for the individual's characteristics and their relation to occupational opportunity". The need to give a vocational bias to education at the secondary stage had been felt long in India, but concrete steps in this direction were taken only after Independence. The Secondary Education Commission, appointed in 1952, recommended that greater emphasis should be laid on crafts and productive work in all schools. It suggested diversification of courses at the secondary stage which would enable a large number of students to take up agricultural, commercial, or other practical courses according to varied aptitudes. The other recommendations included visits to industrial establishments and provision for the services of trained guidance officers and Career Masters in all educational institutions, and training of guidance personnel by the Central Government.

The Union Government set up a Central Bureau of Educational and Vocational Guidance in 1954, which is a joint venture of the Ministries of Education and Labour and Employment. The Ministry of Education is responsible for the preliminary vocational guidance at the school and the Ministry of Labour and Employment helps the young persons in securing suitable employment and training. Following the recommendation of the Training and Re-organisation Committee (1952) the scope of the functions of Employment Exchanges has widened to include employment counselling for youth.

The programme in the Second Five Year Plan includes, (i) establishment of Special Youth Employment Sections at Employment Exchanges to guide young and inexperienced students leaving schools in the choice of occupations suited to their abilities, aptitude and interest, (ii) Organisation and development of a Counselling Service for adult employment seekers, and (iii) development of attitude tests and other psychological techniques to be used by the Exchanges to predict the applicant's chances of success in a particular occupation or in a group of them. According to the programme, 53 Employment Exchanges will have special Youth Employment and Employment Counselling Sections by the end of the Second Plan period.

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#### PAYMENT OF WAGES ACT—EXTENSION OF SUB-SECTION (4) OF SECTION 8 TO MINES

With the exception of sub-section (4) of section 8 of the Payment of Wages Act, 1936, all the provisions of the Act were made applicable to mines some time ago. It has now been decided to extend the provisions of the excepted sub-section of section 8 to mine workers with effect from the 1st November, 1959. While section 8 provides for the imposition of fines, sub-section (4) of that section restricts the

limit of fines to an amount not exceeding half anna in a rupee of the wages payable. As a result of this extension, a limit will be placed on the fine that an employer can impose on a mine worker for such acts and omissions on his part as may be specified by notice.

### MINING PERSONNEL FOR THIRD PLAN

It is estimated that additional requirements of mining personnel for the Third Five Year Plan will be 40,950. These include 3,000 Mine Managers, 950 Surveyors, 7,000 Overmen, 12,500 Sirdars and 17,500 Shot-firers. Among the many steps taken by the Government to meet the shortage is the increase in the annual in-take of students at the Indian School of Mines and Applied Geology from 45 to 90 and that at the Banaras Hindu University from 20 to 40. Seven more institutions have started mining courses with an annual in-take of 25 each. Four schools have also been started by the National Coal Development Corporation for training as Surveyors, Overmen, Supervisors and Shotfirers, etc. The State Governments have also set up nine institutions with Central assistance for conducting National Certificate Course in mining and mine surveying. Other steps taken by the Government of India include relaxation in the Coal Mines Regulations for a limited period to permit graduates in Mining Engineering to act as understudy to First Class Managers. The Government of India is also examining the feasibility of holding two examinations in a year as against one at present for Mine Managers. A Joint Committee of the All India Council of Technical Education and Coal Council has been set up to consider the integration of the academic course in mining engineering with practical training, and the formulation of common standards and the preparation of Syllabi for the Overman's and Mine Surveyor's courses.

### INDIAN DOCK LABOURERS' ACT, 1934—DECREASING TREND IN ACCIDENTS IN 1958

The total number of reportable\* accidents notified in the five ports of Calcutta, Bombay, Madras, Cochin and Visakhapatnam during the year 1958 was 3,789 including 19 fatal accidents as against 4,541 including 21 fatal accidents during 1957. This represented a decrease of 16.56 per cent, in the accident rate. The number of non-reportable accidents during 1958 was 2,385 with 9 fatalities in all the five ports. The corresponding figures for 1957 were 2,985 and 23.

### NATIONAL SAVINGS CENTRAL ADVISORY BOARD

A single integrated non-official agency, viz., the National Savings Central Advisory Board was constituted on the 1st September, 1959 for a period of one year by amalgamating the Advisory Committee at the centre and the Central Advisory Board of the Women's Savings Campaign.

### PAY-ROLL SAVINGS SCHEME

The Pay-roll Savings Scheme open to employees of establishments has now been in operation for nearly a year.

During the eight months of the current financial year the number of surveys under the Pay-roll Savings Scheme exceeded 19,000 mostly

\*A reportable accident is one which either causes loss of life to a worker or disables a worker for more than 48 hours while a non reportable accident is one in which either the person injured or lifting machinery involved is not connected with 'processes' defined in the Indian Dock Labourers Regulations or in which a person injured is incapacitated for a period less than 48 hours.



in industrial establishments and collection per month amounted to more than Rs 1,60,000.

### HOUSING SCHEME FOR FISHERMEN IN MADRAS

The Government of Madras have sanctioned a sum of Rs 1,02,000 for the construction of 120 houses for fishermen—60 houses this year and 60 houses next year. According to an earlier sanction, 60 houses are under construction. Thus, the total number of houses to be completed this year would be 120. These houses are being built on a subsidy-cum-loan basis as a socio-economic measure for the improvement of the living conditions of fishermen. This programme of re-housing fishermen will be continued under the Third Plan. It is estimated that a sum of Rs 50 lakhs might be spent on the scheme.

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### STANDARDISATION OF WAGES AND DEARNESS ALLOWANCE ETC., IN THE SILK TEXTILE INDUSTRY IN SURAT AND BHIWANDI

The industrial disputes between twenty-six silk textile units of Surat and ten units of Bhiwandi represented by their respective managements and their workers represented by Surat Silk Mill Workers' Union and Surat Silk Textiles Union, Surat and Textile Mazdoor Union Bhiwandi over the standardisation of wages and dearness allowance and fixation of minimum wages were referred to the Wage Board for the Silk Textile Industry in the State of Bombay.

As the references from the silk textile units of Surat were pending before the Board, agreements were reached between the parties and the Board was requested to give its final decision in terms of the said agreements. It was agreed that the wages and dearness allowance in the Silk Textile Industry at Surat should be linked up with those in the same industry at Bombay so that a ratio of Rs. 26 to 30 which represented the present minimum wages at Surat and Bombay respectively be maintained. In pursuance of this broad principle, wages of various categories of time workers were computed.

With regard to dearness allowance it was agreed that weavers should be paid dearness allowance at 80 per cent and workers other than weavers, with some further provision in case of workers of the Dyeing and Bleaching Departments, at 62.5 per cent of the dearness allowance payable to Bombay Silk Textile workers on the basis of 75 per cent neutralisation of the rise in the cost of living.

As the parties could not arrive at a mutual agreement in case of the units at Bhiwandi, the Board decided that the minimum wage of the workers covered under these references should be Rs. 22.75 per month of 26 working days. As regards dearness allowance, the Board decided that the workers should be paid the same rate as paid to the Cotton Textile workers in Bhiwandi. Similarly the Board decided that the scheme of standardisation of wages for the time rated as well as piece rated workers prevalent in the Cotton Textile Industry in Bhiwandi should be applied in toto to the time rated and piece rated workers covered under these references.

# SETTLEMENT BETWEEN THE FERTILISERS AND CHEMICALS, TRAVANCORE LIMITED, ELOOR, ALWAYE AND THEIR WORKMEN REPRESENTED BY F.A.C.T. EMPLOYEES' ASSOCIATION

The management of the Fertilisers and Chemicals Travancore Ltd, and their workmen resolved all the outstanding disputes by a settlement on 23rd April, 1959. The Settlement applies to all permanent workmen as defined under the Industrial Disputes Act, 1947 who are employed in the company's works at Eloor, Alwaye and all other branch offices. The Settlement will be in operation till the 31st December, 1961. It shall, however, continue in effect thereafter until amended by mutual agreement or terminated by either of the parties by written notice of at least one calendar month to the other party. The Settlement lays down the revised grades of pay for different categories of workers, rates of dearness allowance and other allowances, principles for determining annual bonus, and rates of overtime wages. The Settlement also covers other items such as, provision of amenities to workers, schemes of retirement benefits, establishment of shop committees and grievance procedure, maintenance of Code of Discipline in Industry and formation of a joint council.

According to the Settlement the lowest paid worker in the company (excepting canteen boys and maid servants) would be either in the scale of Rs 40—2—60 or Rs. 40—2—50—4—90. An elaborate procedure has been laid down for fixing wage rates of the different categories of workers in the revised grades. Certain alterations have also been made in schemes of incentive payment for the different categories of workers. A provision has also been made in the Settlement for acting allowances for those workers who are called upon to act in a higher post. The rates of Dearness Allowance for workers (excepting cafeteria employees) have been fixed according to income groups as follows —

<i>Basic Salary</i>	<i>Dearness Allowance</i>
Up to Rs. 199	Rs. 45 p m.
Rs 200—299	Rs. 50 p m.
Rs 300—600	Rs. 60 p m.

The revised scales of wages for different categories of workers and the rates of Dearness Allowance have come into force from 1-1-1959.

The Company has agreed to pay annual bonus during the bonus years 1959, 1960 and 1961 on the following basis:—

Fifteen per cent of the Company's net profits would be set apart for payment as bonus to the confirmed employees of the company (below the rank of Superintendents and Departmental Heads), to be distributed in proportion to their total monthly salary (basic pay plus dearness or food allowance) as on 31st December of the respective bonus year subject to a minimum bonus to each confirmed employee of 15 days' basic pay and dearness or food allowance as on 31st December of the respective bonus year irrespective of profits, provided, however, that the amount to be set apart in any year shall not exceed the amount required for payment of bonus of 4 months' basic salary plus dearness or food allowance. All confirmed employees who

work during the entire period of bonus year would be paid the full quantum of bonus for the year and those working for less than a year in proportion to the actual period they worked. The period for which an employee is on leave on loss of pay would not be considered as period of work.

The Settlement also lays down the rates of other allowances and batta. It has been agreed that all permanent employees working in the company in the 12 mid-night to 8 A.M. shift would be paid a night shift allowance of 4 annas on the days on which they work on that shift. Besides rates for house rent allowance, tool allowance, overtime allowances and batta, allowances for out-of-pocket expenses during absence from Headquarters on duty have also been fixed. It has been agreed that overtime wages for workers under the Factories Act would be as per provisions of the Act. Employees who are not entitled to double the wages for overtime work as per the Factories Act would be paid for overtime as follows --

Those drawing up to Rs 199/- starting basic pay—At the rate of  $1\frac{1}{2}$  times the basic salary plus dearness allowance

Those drawing Rs 200/- and above starting basic pay (excluding department heads and division superintendents)—Single basic pay plus dearness allowance

It has been agreed that the Company will continue to provide various welfare amenities to the workmen, such as, cooked meals during lunch intervals at 5 annas per meal, company's conveyance for employees from Alwaye, Edappally and Ernakulam etc. Provision has also been made for a temporary rest shed. The Company has agreed to construct 50 houses under the Subsidised Industrial Housing Scheme. It has been agreed that 9 festival holidays, including Independence Day, Republic Day and May Day, would be given to the employees of the company from the year 1959. All permanent employees would continue to have 24 days' privilege leave and 12 days' casual leave. Privilege leave can be accumulated to the maximum of 48 days but casual leave cannot be carried over to next year. In case of employment injury, full wages for the first 7 days less the amount they are entitled to from the Employees' State Insurance Corporation, would continue to be paid to all employees. The Company will continue to give free medical aid to family members of the employees covered under the Employees' State Insurance Scheme. The existing practice of giving free medical aid to employees who are not covered by the Employees' State Insurance Scheme and to their family members will also continue.

Besides the existing Contributory Provident Fund Scheme, provision has been made for a Gratuity Scheme which will come into effect from 1-1-1959.

In order to establish and maintain harmonious relations between management and workmen and to increase productivity it is agreed that Shop Committees will be formed in the various divisions and departments and a proper grievance procedure adopted. The function of the Committee, which will have equal number of representatives of workmen and of supervisory staff of the department/section, shall be to advise on matters relating to improvement of production and efficiency and to make recommendations thereon. The Committee

shall, however, not be concerned with the problems of planning, development and production in their wide sense and functions which are purely managerial

A regular grievance procedure has been laid down for dealing with grievances of workers. The grievance procedure also envisages the establishment of an Industrial Relations Committee consisting of two nominees of management and two nominees of workers, one of the nominees of the management would be the Chairman and the other convener. However, the grievance machinery is not intended to supplement the union bargaining activities.

Under the Settlement, it has been agreed to follow the Code of Discipline in Industry. In order to ensure active association of the employees with the management, it has been decided to appoint a Joint Council consisting of 10 members, 5 representing the company and 5 the association. The Council shall endeavour to improve the working and living conditions of the employees as also the productivity of the company. It will also endeavour to create in the minds of the employees a live sense of participation in management by serving generally as an authentic channel of communication between the Company and the employees.

#### AGREEMENT BETWEEN THE MANagements AND THE WORKERS OF PLANTATIONS IN MADRAS STATE

An agreement was arrived at between the representatives of workers and the managements of the Plantations in Madras State regarding the payment of bonus in respect of each of the years 1957 and 1958. Under this agreement the management agreed to pay bonus at the following rates —

- (i) *Tea Estates*— $8\frac{1}{2}$  per cent of earnings of each of the years 1957 and 1958 (less the amounts already paid).
- (ii) *Coffee Estates (except Shevaroy's)*—
  - (a) *150 acres and above*— $6\frac{1}{2}$  per cent of earnings of each of the years 1957 and 1958 (less the amounts already paid)
  - (b) *Less than 150 acres*— $4\frac{1}{2}$  per cent of earnings of each of the years 1957 and 1958 (less the amounts already paid).
- (iii) *Mixed Estates having an acreage of 25 per cent and over of Tea*—Same rate as is applicable to all Tea Estates

This agreement was to be referred to Shevaroy's Planters' Association for acceptance.

#### NEWS IN BRIEF

##### NATIONAL AND GRINDLAYS BANK DISPUTE

According to a notification published in the Gazette of India dated the 3rd November, 1959 the dispute between the National and Grindlays Bank, Chandni Chowk, Delhi and their employees was referred for adjudication by the Government of India.

### TECHNICAL ASSISTANCE

Under the Colombo Plan, seven officers two of the Central Govt and five belonging to the State Governments were deputed to UK for a twenty week training course in Labour Administration commencing from September 1959

Two officers of the Governments of Bombay and West Bengal were deputed to USA for a period of three months for training in Safety and Industrial Hygiene commencing from the 3rd September 1959 under T.C.M. programme

### MINES ACT, 1952

A Bill to amend the Mines Act, 1952 was introduced in the Lok Sabha on the 4th September 1959

### FIFTH SESSION OF THE ILO ADVISORY COMMITTEE

The Fifth Session of the ILO Advisory Committee on Salaried Employees and professional workers will open at Cologne (Federal Republic of Germany) on 23rd November 1959 and will continue until about the 4th December 1959. The Agenda of the meeting will be General Report, problems of women non-manual workers and effects of mechanisation and automation in offices

### INDIA RATIFIES CONVENTION No 88 CONCERNING ORGANISATION OF EMPLOYMENT SERVICE, 1948

The Government of India have ratified the ILO Convention No 88 concerning "Organisation of Employment Service". The ratification was registered with the ILO on 24th June 1959. The Convention will come into force for India from the 24th June 1960

### FOREIGN

#### PAID VACATIONS IN CANADIAN LAWS

Vacations with pay are provided to workers in eight of the ten provinces of Canada under the various provincial laws adopted over the last 15 years. These laws apply to intra-province enterprises. Similar benefits have also been provided to the workers in inter-province enterprises under the national legislation of 1958. The national law provides for one-week vacation with pay after one year of service and a two-week paid vacation after two years of service. About 5,00,000 workers employed in ten important industries have been benefited by this legislation.

The amount of the legal vacation pay, in most of the provinces is 1/50th of the annual earnings for one-week vacation and 1/25th for a two-week vacation. The national and provincial laws on paid vacations contain carefully formulated conditions governing entitlement to a vacation. A special system of 'vacation-stamps' is in force for seasonal and temporary workers—especially those engaged on construction work—in several provinces. Under the system, an employer gives the worker a number of stamps equivalent in value to 2 per cent of the workers' earnings during his period of employment. The worker may cash his stamps at a bank within a year after he began work for the employer who gave him the stamps.

(Source: U.S. Monthly Labour Review, June 1959, pp 667-668)

## SUPPLEMENTARY LABOUR COSTS CONSTITUTE NEARLY HALF THE WAGES BILL IN THE TEXTILE INDUSTRY IN FRANCE

The average supplementary labour costs paid by employers in the textile industry in France (Quarter ending 1st April 1959), expressed as a percentage of the total wages bill, were as follows:—

Item of Cost	Per cent.
Social Security General Scheme	11.0
Social Security Family Allowances Scheme	12.0
Social Security Industrial Injuries Scheme	3.0
Pay Roll Tax	5.0
Paid annual holidays	7.5
Paid public holidays	1.5
Housing Tax	0.7
Apprenticeship Tax	0.4
Medical Services	0.3
Unemployment Insurance Benefit Scheme	0.8
Supplementary Pensions Scheme—Senior Staffs	1.5
Supplementary Pensions Scheme—Others	2.0
Non-obligatory social charges	2.0
<b>Total</b>	<b>47.7</b>

Source (U.K. Ministry of Labour Gazette, September, 1959)

## CURRENT LABOUR LITERATURE

### ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of Labour Interest published in periodicals received in the Labour Bureau are mentioned below:—

*Monthly Labour Review* (United States Department of Labour), August 1959—Wages, Prices and Productivity

*Labour Gazette* (Office of the Commissioner of Labour, Government of Bombay, Bombay), October 1959—Dismissal Procedure in U.S.A.

*International Labour Review* (International Labour Office, Geneva), August 1959—The Preparation, Organisation and Execution of National Productivity Programmes—Industrial Relations in Japan

*Social Security Bulletin* (U.S. Government Printing Office, Division of Public Documents, Washington 25, D.C.), August 1959—Social Security in the Union of Soviet Socialist Republics

*Indian Finance* (116, Lower Circular Road, Calcutta), October 24, 1959 and October 31, 1959—Productivity Campaign: An Assessment I & II

*Commerce* (Brady House, Veer Nariman Road, Bombay), October 10, 1959—Wages for Managing Agents

### THE IMPORTANT BOOKS (MOSTLY PUBLISHED IN INDIA)

*Indian Economics Year Book 1959-60*—Kitab Mahal, Allahabad

*Indian Agricultural Atlas—1958*—Government of India, Ministry of Food and Agriculture, New Delhi

*Statistical Atlas of Orissa—1959*—Department of Statistics, Government of Orissa, Cuttack.

*Principles and Practice of Productivity* (Special Reference to Bombay Textile Industry)—By R. G. Gokhale—Millowners' Association, Bombay

*Labour Literature—A Bibliography.*

*Supplement II 1959*—Government of India, Ministry of Labour and Employment, New Delhi.

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N.B.—1. For Scope and Limitations of the Statistics presented kindly see the January, 1959 issue of the Indian Labour Gazette.

2. The following symbols have been used throughout the Tables—

. Not available

—Nil or Negligible.

(R) Revised.

(P) Provisional.

## Employment

TABLE 1—EMPLOYMENT IN REGISTERED FACTORIES

State	Average Daily Number of Workers Employed		
	1956	1957(P)	1958(P) First half
Andhra Pradesh	2,04,339	1,97,440	2,13,457
Assam	74,698	72,413	60,430
Bihar	1,76,840	1,80,260	1,77,603
Bombay	10,51,878	10,75,944	9,88,928
Jammu & Kashmir	5,176		
Kerala	1,55,196	1,55,305	1,10,683
Madhya Pradesh	1,08,176	1,54,738	1,53,697
Madras	3,07,665	3,24,617	3,12,166
Mysore	75,105	1,12,618	1,32,962
Orissa	22,614	24,730	24,994
Punjab	91,083	90,147	86,878
Rajasthan	44,832	48,199	50,854
Uttar Pradesh	2,73,537	2,82,987	2,76,832
West Bengal	6,82,297	6,88,092	6,71,478
Andaman & Nicobar Islands	3,835	2,808	2,562
Delhi	51,075	57,337	57,236
Himachal Pradesh	1,054	1,175	1,324
Manipur	298	120	
Tripura	1,901	1,933	1,473
Total	34,01,599		

The above statistics relate to reorganised States and Union Territories and they include estimated employment in working factories not submitting returns except for Jammu & Kashmir Mysore and Rajasthan in 1956 and Bombay, Kerala and Punjab in 1958 first half for which such estimated figures were not available.

Source—Chief Inspectors of Factories, State Governments

TABLE 2—EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS

Month	Administrative and Executive	Clerical	Skilled and Semi-Skilled	Un-Skilled	Total
1	2	3	4	5	6
July 1958	71,555	2,37,531	1,53,231	2,42,971	7,05,288
August 1958	71,734	2,38,110	1,54,097	2,43,180	7,07,121
September 1958	72,635	2,38,409	1,56,342	2,42,885	7,10,271
October 1958	72,745	2,38,636	1,55,981	2,43,211	7,10,553
November 1958	73,061	2,39,193	1,57,423	2,42,824	7,12,501
December 1958	73,891	2,39,577	1,57,410	2,43,471	7,14,349
January 1959	73,851	2,39,743	1,57,812	2,44,273	7,15,639
February 1959	73,743	2,40,519	1,58,925	2,44,452	7,16,645
March 1959	74,169	2,41,319	1,58,367	2,45,714	7,19,569
April 1959	74,605	2,42,260	1,58,993	2,45,987	7,21,805
May 1959	74,457	2,42,589	1,59,015	2,45,920	7,21,981
June 1959	74,991	2,43,202	1,59,648	2,45,979	7,23,720
July 1959	75,038	2,45,023	1,60,891	2,46,213	7,25,165

N.B.—Figures relate to Regular Establishment only.

Source—Directorate General of Resettlement and Employment



TABLE 3—EMPLOYMENT IN COTTON MILLS INDUSTRY IN THE VARIOUS STATES DURING AUGUST 1959

State	Total No of Work ers on Rolls	Average Daily Number of Workers Employed			
		1st Shift	2nd Shift	3rd Shift	Total
1	2	3	4	5	6
	Rs	Rs	Rs	Rs.	Rs
Andhra Pradesh	13 654	5,758	3,466	2,003	11,229
Bihar	752	416	270	—	686
Bombay	4 96,608	2,42 761	1 53,269	38,752	4 36,582
Kerala	11 455	5 544	2 882	1 510	9 936
Madhya Pradesh	53 767	23 794	16,275	3 853	43 922
Madras	1,21 122	62,792	32,849	10,324	1,05 965
Mysore	31,883	16,786	8,329	1 893	27,008
Orissa	5,342	1,855	1 298	1,337	4,490
Punjab	9,560	3,773	2 161	1 814	7,750
Rajasthan	10,657	5 740	3,064	331	9 335
Uttar Pradesh	57,506	22,537	15,487	9,737	47,761
West Bengal	43 862	21,176	12 878	7 162	41,216
Delhi	20,169	8 093	4 982	4 484	17 559
Pondicherry	8,531	2,739	1,784	1,144	5 707
Total (August 1959)	8 81,868	4,23,566	2 60,994	84 586	7,60,146
Total (July 1959)	8,81 396	4,16,032	2,62,163	83,599	7 61,814
Total (August 1958)	8,90 115	4,24,256	2,64,118	82,719	7,71,093
Average (1958)	9,00,166	4,21,916	2,62,339	82,897	7,67,150

Source—Office of the Textile Commissioner (Ministry of Commerce & Industry), Govern-  
ment of India

TABLE 4—EMPLOYMENT AND TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

	July 1959	June 1959	July 1958	Average 1958
1	2	3	4	5
<i>Under Ground</i>				
Average Daily Number of Workers Employed	2,01,095	2 03,536	2,02 129	2 08,205
Total Number of Man shifts Worked	54,22,613	52,87,274	54,55,526	53,18,780
<i>Open Workings</i>				
Average Daily Number of Workers Employed	36 759	38,797	38,193	40,973
Total Number of Man shifts Worked	9,79,720	10,08,757	10 30,390	10,47,835
<i>Surface</i>				
Average Daily Number of Workers Employed	1,13,211	1,13,236	1,12,453	1,14,721
Total Number of Man shifts Worked	30,48,609	29,42,601	30,35,331	29,31,242
<i>Total</i>				
Average Daily Number of Workers Employed	3,51,065	3,55,569	3,52,777	3 63,899
Total Number of Man shifts Worked	91,60,942	92,38,632	95,21,247	92,97,857

Source—Chief Inspector of Mines, Dhanbad.

TABLE 5—NUMBER OF COTTON MILLS (SPINNING DEPARTMENTS OF ALL MILLS) IN THE VARIOUS STATES BY SHIFTS WORKED IN AUGUST 1959

State	No. of Spinning Mills and Spinning Departments of Composite Mills which during the Month				
	Remained Closed	Worked One shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh	1	2	3	7	13
Bihar	1	1	1	—	3
Bombay	19	7	57	114	199(2)
Kerala	—	—	5	8	13
Madhya Pradesh	1	3	10	5	19
Madras	4	3	67	58	133(1)
Mysore	3	1	5	7	17(1)
Orissa	2	—	—	1	3
Punjab	1	—	1	5	8(1)
Rajasthan	4	1	4	2	11
Uttar Pradesh	6	3	4	10	23
West Bengal	2	2	6	20	30
Delhi	1	—	—	3	4
Pondicherry	—	—	1	1	3(1)
Total (August 1959)	45	23	161	241	470(6)
Total (July 1959)	48	22	163	241	480(6)
Total August (1958)	49	30	170	223	478(6)
Average (1958)	41	33	182	213	478(9)

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre

Source—Office of the Textile Commissioner (Ministry of Commerce and Industry), Government of India

TABLE 6—NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN AUGUST 1959 FOR WEAVING DEPARTMENTS OF ALL COMPOSITE MILLS

State	No. of Weaving Departments of Composite Mills which during the Month				
	Remained closed	Worked One Shift	Worked Two Shifts	Worked Three Shifts	Total No. of Mills
1	2	3	4	5	6
Andhra Pradesh . . . .	—	—	—	2	2
Bihar . . . . .	1	1	1	—	3
Bombay . . . . .	13	5	121	33	173(1)
Kerala . . . . .	—	1	7	1	5
Madhya Pradesh . . . .	3	—	12	3	18
Madras . . . . .	8	2	10	5	25
Mysore . . . . .	4	1	6	—	11
Orissa . . . . .	—	—	—	1	1
Punjab . . . . .	—	1	1	2	4
Rajasthan . . . . .	3	2	3	1	9
Uttar Pradesh . . . . .	4	—	5	8	17
West Bengal . . . . .	1	—	10	6	17
Delhi . . . . .	1	—	—	3	4
Pondicherry . . . . .	—	—	1	2	3
Total (August 1959) . .	38	13	173	67	292(1)
Total (July 1959) . .	41	12	174	65	292

N.B.—The figures in brackets relate to new mills not started working or mills working purely on Staple fibre.

Source—Office of the Textile Commissioner (Ministry of Commerce and Industry), Government of India.

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## Employment Exchange Statistics

TABLE 7—EMPLOYMENT SERVICE DURING SEPTEMBER 1959

State	No of Exchanges at the End of the month	No of Registrations during the Month	No of Applicants placed in Employment during the Month	No of Applicants on the Lay Register at the End of the Month	No. of Employers Using the Exchanges during the Month	No. of Vacancies Notified during the Month	No. of Vacancies Being Dealt With at the End of the Month
1	2	3	4	5	6	7	8
Andhra Pradesh.	19	14,546	1,969	90,375	578	2,040	4,543
Assam .	12	4,646	144	34,653	108	735	2,245
Bihar	20	23,252	699	73,760	307	1,464	8,437
Bombay	34	28,589	2,928	2,01,468	1,256	4,638	13,746
Delhi .	1	9,748	543	75,439	385	1,153	2,391
Himachal Pradesh	2	730	78	3,592	38	216	358
Jammu & Kashmir	2	367	21	1,270	25	110	115
Kerala .	9	7,635	646	1,23,114	197	717	2,221
Madhya Pradesh	15	13,248	1,631	54,187	337	2,651	8,267
Madras .	13	15,748	3,160	1,32,621	990	3,221	5,266
Manipur .	1	850	100	6,887	16	182	436
Mysore .	11	8,930	864	51,586	335	1,229	3,441
Orissa .	9	4,299	317	20,154	187	738	2,766
Pondicherry.	1	302	15	2,225	9	24	120
Punjab	20	15,780	2,121	64,853	936	3,191	6,217
Rajasthan	14	9,537	3,002	45,887	590	3,208	6,440
Tripura	1	490	46	3,492	24	104	504
Uttar Pradesh	33	53,147	4,638	1,99,590	1,135	5,946	8,784
West Bengal.	17	15,574	1,051	2,23,750	204	1,651	6,536
Central Establishment co-ordination office.	—	—	—	—	84	264	2,224
Total (September 1959)	234*	2,28,417	23,982	14,08,903	7,743	33,493	85,027
Total (August 1959)	234*	2,18,309	24,070	13,77,096	7,673	34,759	89,403
Total (September 1958).	204	1,98,976	20,210	11,53,900	6,682	31,534	62,199
Average (1958)	200	1,83,657	10,443	10,49,176	6,485	30,407	57,775

Source—Directorate General of Resettlement and Employment.

\*In addition, four University Employment Bureaus at Delhi, Trivandrum, Aligarh and Varanasi were functioning at the end of September, 1959.

TABLE 8—OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS BY STATES DURING SEPTEMBER 1959

State	Number of Applicants on Live Registers seeking Employment Assistance in							Total
	Industrial Supervisory Services	Skilled and Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	
1	2	3	4	5	6	7	8	9
Andhra Pradesh	457	3,751	25,276	5,843	3,601	44,735	6,712	90,375
Assam	276	3,208	5,446	98	571	23,564	1,530	34,653
Bihar	500	7,329	12,116	486	1,670	49,311	2,348	73,760
Bombay	1,836	9,915	64,829	9,923	5,938	96,112	12,015	2,01,468
Delhi	1,944	5,761	19,186	3,718	7,769	33,695	3,466	75,439
Himachal Pradesh	19	163	336	541	123	2,147	263	3,592
Jammu & Kashmir	4	68	224	50	124	610	190	1,270
Kerala	887	9,177	43,774	9,230	4,726	62,708	3,612	1,23,114
Madhya Pradesh	395	7,019	10,437	6,127	1,453	25,059	2,767	34,187
Madras	611	5,996	30,758	11,761	4,836	73,698	5,021	1,32,621
Manipur	82	432	747	1,699	64	2,798	1,065	6,897
Mysore	806	3,403	14,367	6,440	1,444	22,491	2,635	51,586
Orissa	240	3,775	3,843	459	595	8,525	2,418	20,154
Pondicherry	6	106	362	234	82	1,322	123	2,225
Punjab	772	3,907	14,903	7,532	3,650	29,397	4,692	64,853
Rajasthan	392	1,194	7,790	11,023	1,845	20,677	2,966	45,887
Tripura	10	229	132	623	112	1,319	1,068	3,492
Uttar Pradesh	1,835	14,868	58,047	4,097	9,134	1,02,907	8,702	1,99,590
West Bengal	1,913	20,400	51,034	514	4,007	1,38,833	7,049	1,23,750
Total (September 1959)	12,985	1,00,730	3,63,407	79,527	51,704	7,31,008	69,542	14,08,903
Total (August, 1959)	12,877	1,01,771	3,63,173	83,448	49,432	6,99,078	67,357	13,77,096
Total (September 1958)	9,294	85,666	3,11,543	65,931	42,452	5,84,001	55,013	11,63,900
Average (1958)	7,418	78,326	2,87,278	54,662	38,925	5,32,435	50,132	10,49,176

Source—Directorate General of Resettlement and Employment.

TABLE 9—TRAINING STATISTICS FOR SEPTEMBER 1959

State	No. of Institutes Undertakings Imparting Training at the end of the Month			Number of Persons Undergoing Training at the End of the Month				
				Non-Engineering Trades		Engineering Trades*	Apprenticeship	Total
	Craftsman Training	Apprenticeship Training	Total	Men	Women			
1	2	3	4	5	6	7	8	9
Andhra Pradesh	9	1	10	—	—	2,124	85	2,209
Assam	2	—	2	35	—	446	—	481
Bihar	11	2	13	90	—	1,548	76	1,714
Bombay	16	1	17	125	—	2,146	107	2,378
Jammu & Kashmir	2	—	2	39	—	94	—	133
Kerala	4	1	5	—	—	1,264	27	1,291
Madhya Pradesh	8	—	8	40	—	1,587	—	1,627
Madras	10	3	13	—	105	1,611	150	1,866
Mysore	13	—	13	36	—	1,308	—	1,344
Orissa	6	—	6	26	—	744	—	770
Punjab	21	—	21	120	—	2,582	—	2,702
Rajasthan	4	—	4	—	—	715	—	715
Uttar Pradesh	15	—	15	572	236	3,588	—	4,396
West Bengal	9	3	12	44	—	2,769	100	2,913
Delhi	7	—	7	353	209	1,404	—	1,966
Himachal Pradesh	2	—	2	29	—	165	—	194
Manipur	1	—	1	—	—	56	—	56
Total (September 1959)	140	11	151	1,509	550	24,151	545	26,755
Total (August, 1959)	133	10	143	1,425	533	24,250	518	26,726
Total (September, 1958)	104	267	371	1,316	805	19,852	574	22,547
Average (1958)	96	261	357	1,103	628	17,660	573	19,964

Source—Directorate General of Resettlement and Employment

\*Includes women, if any.

## Wages and Earnings

TABLE 10—EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS 200 PER MONTH

State	1956		1957	
	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)	Total Earnings (in thousands of Rupees)	Average per Capita Annual Earnings* (Rs.)
1	2	3	4	5
Andhra Pradesh . . .	75,414	794.9	81,811	1,030.8
Assam . . . . .	47,050	1,525.9	50,307	1,833.6
Bihar . . . . .	1,65,145	1,235.6	1,73,448	1,299.2
Bombay . . . . .	10,99,521	1,414.8	11,11,147	1,452.6
Kerala . . . . .	56,949	735.9	48,187	895.0
Madhya Pradesh . . .	33,256	982.4	(P)78,291	(P)1,138.7
Madras . . . . .	2,22,576	950.1	2,60,313	978.9
Mysore . . . . .	28,058	852.5	14,830	467.3
Orissa . . . . .	14,923	948.5	17,089	956.8
Punjab . . . . .	48,786	991.0	60,660	955.3
Rajasthan . . . . .	12,513	769.6	13,494	907.1
Uttar Pradesh . . . .	2,32,342	1,014.1	2,56,189	1,077.5
West Bengal . . . . .	6,49,281	1,141.6	6,67,169	1,173.6
A. and N. Islands . . .	2,609	688.8	1,845	657.1
Delhi . . . . .	67,764	1,466.9	72,268	1,493.4
Tripura . . . . .	643	854.3	535	933.0
All the above States . .	27,56,430	1,166.8	(P) 29,07,616	(P)1,233.0

\*Relate to re-organised States and exclude Railway workshops and factories belonging to the groups Food, Beverages, Tobacco and Gums and Presses.

Source—Annual Reports on the Working of the Payment of Wages Act, 1936

TABLE 11—AVERAGE WEEKLY EARNINGS OF UNDERGROUND MINERS AND LOADERS IN COAL MINES

	July 1959	June 1959	July 1958	Average 1958
1	2	3	4	5
<i>Jharia</i>				
Basic Wages . . . . .	8.88	9.06	8.78	8.71
Dearness Allowance . . . . .	11.83	12.04	11.60	11.63
Other Cash Payments . . . . .	2.00	1.97	1.68	1.64
Total . . . . .	22.76	23.07	22.06	21.98
<i>Ranigum</i>				
Basic Wages . . . . .	8.70	8.53	7.87	8.24
Dearness Allowance . . . . .	11.99	11.75	10.99	11.02
Other Cash Payments . . . . .	2.20	2.13	1.90	1.68
Total . . . . .	22.89	22.41	20.76	20.94

Source—Chief Inspector of Mines, Dhanbad.

TABLE 12—MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE COTTON TEXTILE MILLS FOR A STANDARD MONTH OF 26 WORKING DAYS

Centre or State	Dearness Allowance				
	Minimum Basic Wages	September 1959	August 1959	September 1958	Average 1958
	2	3	4	5	6
1	2	3	4	5	6
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Bombay . . . . .	30 00	59 15	88 60	84 60	81 58
Ahmedabad . . . . .	28 00	93 06	90 77	81 53	75 21
Sholapur . . . . .	26 00	45 50	45 50	45 50	44 01
Baroda . . . . .	26 00	83 75	81 69	73 38	67 78
Indore . . . . .	30 00	60 37	60 37	53 81	58 17
Nagpur . . . . .	26 00	64 48	63 92	55 90	54 09
Madras . . . . .	26 00	62 44	62 62	57 56	55 84
Kanpur . . . . .	30 00	59 06	58 59	63 12	58 48
West Bengal . . . . .	28 17	32 50	32 50	32 50	31 25

Source—Monthly Returns on Dearness Allowance

## Productivity

TABLE 13—PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Miners and Loaders		Output per Man shift for			
			All Persons Employed Underground and in Open Workings		All Persons Employed Above and Underground	
	Tons	Kilograms	Tons	Kilograms	Tons	Kilograms
1	2	3	4	5	6	7
July 1959 . . . . .	1 15	1,168 46	0 61	619 79	0 41	416 58
June 1959 . . . . .	1 13	1,148 14	0 61	619 79	0 41	416 58
July 1958 . . . . .	1 12	1,137 98	0 58	589 31	0 39	396 26
Average 1958 . . . . .	1 15	1,168 46	0 59	599 47	0 42	426 74

Source—Chief Inspector of Mines, Dhanbad.



**Industrial Disputes**  
*Industrial Disputes Resulting in Work Stoppages During September, 1959*  
**TABLE 14—By States**

State	Starting During the Month				Continued from Previous Month				In Progress During the Month		
	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	No. of Disputes	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	No. of Disputes	No. of Disputes	Total of Average Number of Workers Involved	Man-days Lost During the Month
1	2	3	4	5	6	7	8	9	10		
Andhra . . . . .	10	3,676 (5)	5,168 (5)	1	4,000	5,260	11	7,676 (6)	22,134 (6)		
Assam . . . . .	1	753	753	—	—	—	1	753	1,506		
Bihar . . . . .	11	4,421 (9)	4,909 (4)	—	—	—	11	4,421 (9)	6,029 (9)		
Bombay . . . . .	20	3,435	3,742	4	851	1,029	24	3,952	29,080		
Kerala . . . . .	3	1,274	1,274	—	—	—	3	1,274	4,292		
Madras . . . . .	7	2,511	3,707	2	3,020	5,530	9	5,541	10,883		
Mysore* . . . . .	3	1,002	15,018	—	—	—	3	1,002	397		
Orissa† . . . . .	1	140	150	—	—	—	1	140	2,100		
Rajasthan . . . . .	1	12	31	2	1,540	1,571	3	1,552	16,543		
Uttar Pradesh* . . . . .	3	132	226	—	—	—	3	83	226		

\* Information relates to Central Sphere only.

TABLE 14—contd.

1	2	3	4	5	6	7	8	9	10
Andaman & Nicobar Islands	—	—	—	—	—	—	—	—	—
Delhi . . .	2	45 (1)	45 (1)	—	—	—	2	40 (1)	400 (1)
Manipur . . .	—	—	—	—	—	—	—	—	—
Total September, 1939 . .	63	17,401 (54)	35,083 (49)	9	9,421	13,300	71	26,434 (63)	94,190 (63)
Total August, 1939 . .	98	47,999 (89)	77,317 (80)	43	18,438	23,231	141	63,716 (130)	3,90,789 (130)
Total September, 1938 . .	124	89,761	1,43,089	26	18,387	18,863	150	1,06,443	5,38,344
(Monthly Average) 1938 . .	124	76,272	1,33,290	3	1,103	3,543	127	—	6,49,790

N.B.—The figures given in brackets show the number of cases to which the relevant information relates, wherever information is not available for all the cases.

Returns from the State Governments of Jammu & Kashmir, Madhya Pradesh, Mysore, Orissa, Punjab, Uttar Pradesh, West Bengal and Union Territories of Himachal Pradesh & Tripura, have not been received.

\* Information relates to Central Sphere only.

Source—Monthly Returns on Industrial Disputes.

TABLE 15—BY INDUSTRIES

Industry	No. of Disputes in Pro- gress	Maximum No. of Workers Involved	No. of Workers Normally Employed in the Units Affected	Total No. of Man days lost During		
				Sept 1959	August 1959	July 1959
1	2	3	4	5	6	7
0—Agriculture, Forestry, Fishing Etc. Tea Plantations Rubber Plantations Other Plantations	1 1 — —	753 753 — —	753 753 — —	1 506 1 506 — —	1 976 1 976 — —	7,677 4,501 2 576 600
1—Mining and Quarrying	14	9 343 (9)	26 047 (9)	25 204 (9)	1 00,950 (15)	66,832 (19)
Coal Mining	7	1 101 (3)	1 679 (2)	1 567 (3)	28 390 (11)	64 414 (15)
Iron Ore Mining Manganese Gold Others	1 — 3 —	3 200 — 1,002 —	3 800 — 15,015 —	3 200 — 397 —	— — 30 —	1,008 — 500 —
Stone Quarrying, Clay and Sand Pits Mica Others (Non metallic Mining and Quarrying not else where classified).	1 1 1 1	4,000 40 — —	5 200 50 240 —	20 000 40 — —	72,000 530 — —	— 250 660 —
2-3—Manufacturing	35	10,731(34)	13,176(32)	42,239(34)	2,50,047	6,14,237
20 Food (Except Be- verages) Sugar Mills Edible Oils (Other than Hydrogenat- ed Oils). Others (Miscellaneous Food Preparations) Others (Food (except Beverages))	2 1 — — 1	500 474 — — 26	700 474 — — 26	3,805 3 792 — — 13	2,815 — — 2,815 —	10,210 — 210 10 000 —
22. Tobacco Bidri Industry	2 2	530 530	530 530	4,430 4 430	7,166 7,166	10,810 10,810
23. Textiles Cotton Mills Jute Mills Silk Mills Woolen Mills Others (Spinning, Weaving and finishing of Textiles) Coir Factories	10 6 2 — 1 — 1	4,325 506 2,918 — 501 — 200	6,517 1,724 4,090 — 501 — 200	2,916 1,370 976 — 370 — 200	97,144 59,971 17,200 19,630 323 — —	3,69,871 3,28,445 5,451 35,775 200 — —
25. Wood and Cork (Except Furniture) Others	— — —	— — —	— — —	— — —	180 180 —	1,114 1,114 —
27. Paper and Paper Products Paper	— — —	— — —	— — —	— — —	192 192 —	— — —

TABLE 15—contd.

1	2	3	4	5	6	7
28 Printing, Publishing and Allied Industries	1	25	25	53	19,786 (2)	22,221
29 Leather and Leather Products (Except Footwear)	—	—	—	—	1,400	8,690
30. Rubber and Rubber Products	1	115	115	765	2,856	—
Footwear	—	—	—	—	1,500	—
Others	1	115	115	765	1,356	—
31. Chemicals and Chemical Products.	4	1,899	2,066	7,078	1,344	1,918
Heavy Chemicals	1	125	165	125	—	—
Fertilizers	—	—	—	—	24	200
Others (Basic Industrial Chemicals)	1	24	24	136	—	56
Medicinal and Pharmaceutical Products.	—	—	—	—	1,320	1,620
Soaps	—	—	—	—	—	25
Paints, Varnishes and Lacquers, etc	—	—	—	—	—	17
Matcha	2	1,741	1,877	6,817	—	—
33 Non metallic Mineral Products (Except Products of Petroleum and Coal)	5	1,476 (4)	1,838 (4)	1,053 (4)	3,795	57,567
Structural Clay Products	2	745	787	445	195	360
Glass and Glass Products (Except Optical Lenses).	—	—	—	—	—	1,650
Cement	2	731	1,051	608	—	50,157
Mica Industries	1	—	—	—	—	540
Others (Non-metallic Mineral Products not elsewhere classified).	—	—	—	—	3,800	4,860
34. Basic Metal Industries.	3	813	993	19,614	43,383	25,342
Iron and Steel	2	765	945	18,820	17,910	14,405
Other Processes	1	48	48	624	25,473	10,937
35 Manufacture of Metal Products (Except Machinery and Transport Equipment).	4	359	394	707	15,899	35,124
36 Machinery (except Electrical Machinery)	—	—	—	—	26,119	27,854

TABLE 15—concl'd.

1	2	3	4	5	6	7
37. Electrical Machinery, Apparatus, Appliances and Supplies	—	—	—	—	27,970	43,294
Electrical Machinery	—	—	—	—	1,803	16,227
Electric Fans, Radiators and other Accessories.	—	—	—	—	26,167	—
Others	—	—	—	—	—	27,067
38. Transport Equipment.	3	698	200(1)	1,938	—	222
Ship Building	—	—	—	—	—	32
Motor Vehicles	3	698	200 (1)	1,938	—	190
4—Construction	2	3,150	5,650	3,150	13,462	1,875
Construction, Repair and Demolition of Buildings	1	150	150	150	800	1,875
Hydro-electric Projects	1	3,000	5,500	3,000	12,662	—
5—Electricity, Gas, Water and Sanitary Services.	5	1,989	1,639	18,141	14,862	2,775
Electricity, Gas and Steam.	1	40	(2)	30	(16) 624	(8) —
Water Supply	—	—	—	—	(2) 300	—
Sanitary Services	4	1,949	1,639 (2)	18,111	13,938	2,775 (8)
6—Commerce	4	144	257	229	—	34,676
Banks and Other Financial Institutions	4	144	257	229	—	34,676
7—Transport and Communication (other than Workshops).	5	444	669	1,073	6,219	5,712
Railways	—	—	—	—	(11) 875	— 3,300
Motor Transport	1	—	—	—	2,500	2,250
Road Transport not elsewhere classified (e.g. Rickshaws, etc.)	—	—	—	—	620	—
Docks and Ports	4	444 (3)	669 (3)	1,073 (3)	2,034 (4)	15
Others [Water Transport (except Ocean Transport)]	—	—	—	—	—	57
Air Transport	—	—	—	—	100	—
8—Services	3	232	246	2,192	3,691	1,470
Government Services	2	170	189	2,130	1,808	28
Educational Services	1	62	66	62	310	—
Medical and Other Public Health Services	—	—	—	—	—	92
Motion Picture Production, Distribution and Projection.	—	—	—	—	1,307	1,350
Restaurants, Cafes, Hotels, etc.	—	—	—	—	266	—
9—Activities not Adequately Described.	2	36	36	436	5,582	10,182
Total	71	26,822 (63)	48,473 (58)	94,190 (63)	3,96,789 (130)	7,45,436 (140)

N.B.—The figures given in brackets show the number of cases to which the relevant information relates, wherever information is not available for all the cases.

Source—Monthly Returns on Industrial Disputes.

TABLE 16—BY CAUSES AND RESULTS

(x) Number of Fresh Disputes.

(y) Maximum Number of Workers Involved.

(z) Number of Man-days Lost.

(a) Number of Disputes Terminated

(b) Total of Average Number of Workers Involved.

(c) Total Number of Man-days Lost in the Disputes

Fresh Disputes in September, 1939			Disputes Terminated in September 1939 by Result to Workers														
Causes			Successful			Partially Successful			Unsuccessful			Indefinite			Result not Known		
(x)	(y)	(z)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(x)	(y)	(z)
11	944(10)	1,628(10)	2	178	635	—	—	—	4	1,633	25,502	4	445	637	2	4,000	92,000
5	4,443	7,408	—	—	—	2	1,074	4,002	1	29	29	2	3,345	3,745	—	—	—
23	4,079	11,725	4	1,369	6,497	2	240	600	6	3,849	8,887	6	972	1,303	4	78	78
1	140	2,100	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3	1,029	417	—	—	—	—	—	—	2	973	363	1	49	49	—	—	—
13	2,672(11)	7,634(11)	2	1,135	2,374	—	—	—	3	779	4,281	3	136	538	4	368	368
7	3,482(4)	3,698(4)	—	—	—	—	—	—	2	2,822	1,809	1	—	—	3	40	40
62	17,401(54)	34,068(54)	8	3,182	9,806	4	1,314	4,692	18	10,175	41,235	17	4,947	5,872	13	4,428	92,426
													(16)	(16)		(6)	(6)

N.B.—The figures given in brackets show the number of cases to which the relevant information relates, wherever information is not available for all the cases.

Source—Monthly Returns on Industrial Disputes.

TABLE 17—BY NUMBER OF WORKERS INVOLVED

Maximum Number of Workers Involved	Number of Fresh Disputes			Average 1958
	September 1959	August 1959	September 1958	
10 or more but less than 100	23	37	61	59
100 or more but less than 500 . . .	22	33	34	41
500 or more but less than 1,000 . . .	6	8	13	12
1,000 or more but less than 10,000 . . .	3	11	12	10
10,000 or more . . .	—	—	—	1
Not Known . . .	8	9	6	1
Total	62	98	126	124

TABLE 18—BY DURATION

Duration	Number of Terminated Disputes			
	September 1959	August 1959	September 1958	Average 1958
A day or less . . .	32	40	50	44
More than a day up to 5 days . . .	18	34	40	38
More than 5 days up to 10 days . . .	6	10	11	14
More than 10 days up to 20 days . . .	1	7	6	12
More than 20 days up to 30 days . . .	2	5	4	6
More than 30 days . . .	—	19	5	10
Not Known . . .	1	—	1	—
Total	60	115	117	124

TABLE 19—BY NUMBER OF MAN-DAYS LOST

Total Man-days Lost during a Dispute	Number of Terminated Disputes			
	September 1959	August 1959	September 1958	Average 1958
Less than 100 . . .	17	17	35	34
100 or more but less than 1,000 . . .	23	47	61	62
1,000 or more but less than 10,000 . . .	10	30	21	30
10,000 or more but less than 50,000 . . .	1	9	3	5
50,000 or more . . .	1	4	1	2
Not Known . . .	8	8	6	1
Total	60	115	117	124

Source—Monthly Returns on Industrial Disputes.

## Absenteeism

TABLE 20—ABSENTEEISM IN CERTAIN MANUFACTURING AND MINING INDUSTRIES IN INDIA

(Percentage of Man-shifts Lost to Man-shifts Scheduled to Work)

Centre or State 1	Industry 2	September 1959 3	August 1959 4	September 1958 5	Average 1958 6
Bombay (a)	Cotton Mill Industry	6.9	6.6	6.8	7.0
Ahmedabad (a)	"	6.3	5.7	6.6	7.1
Sholapur (a)	"	11.1	10.1	11.8	13.6
Kanpur (b)	"	..	..	11.5	13.1
Kanpur (b)	Leather Industry	..	..	7.3	9.4
Kanpur (b)	Woollen Industry	..	..	4.9	8.5
Bombay (a)	Engineering	13.0	10.5	13.0	14.5
West Bengal (c)	"	9.2	11.0	9.1	12.2
Coal Fields (d)	Coal Mining— Under Ground	14.5 (July 1959)	15.3 (June 1959)	14.6 (July 1958)	14.6
	Open Workings	14.9 (July 1959)	15.4 (June 1959)	13.7 (July 1958)	14.9
	Surface	9.8 (July 1959)	10.4 (June 1959)	9.7 (July 1958)	9.0
	Over All	13.1 (July 1959)	13.8 (June 1959)	13.0 (July 1958)	13.2

Source (a) Government of Bombay, Deputy Commissioner of Labour (Administration).  
 (b) Employers' Association of Northern India, Kanpur  
 (c) Government of West Bengal, Labour Commissioner.  
 (d) Chief Inspector of Mines, Dhaubad.

TABLE 21—ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING AUGUST 1959, BY CAUSES

Industry 1	Sickness or Accident 2	Percentage of Absenteeism due to			
		Social or Religious causes 3	Other Causes		All Causes 6
			With Leave 4	Without Leave 5	
Silk	1.5	—	7.1	4.8	13.4
Cotton	1.8	2.0	8.3	5.7	17.8
Engineering	2.3	0.3	4.4	3.0	10.0
Manufacturing	2.8	0.3	4.2	1.9	9.2
Oil	1.5	1.0	2.2	3.8	8.5
Coffee & Tea	2.0	3.9	4.0	3.5	13.4
Gold Mining	3.4	—	2.0	2.8	8.2
Sugar	2.4	3.2	6.7	0.3	12.6
Tobacco	11.0	—	6.8	0.4	18.2
Leather	3.2	4.1	—	—	7.3
Cement	5.3	1.2	2.3	2.1	10.9
Chemicals	2.7	1.7	4.0	4.1	12.5
Miscellaneous	2.8	1.0	7.8	1.7	13.3
Plantations	3.4	—	5.1	9.9	18.4

Source—Commissioner of Labour, Mysore.



TABLE 22—LABOUR BUREAU SERIES OF ABSENTEEISM IN CERTAIN MANUFACTURING INDUSTRIES IN INDIA DURING SEPTEMBER 1959 BY CAUSES

Industry and Area	No. of Returns	Total No of Man-shifts Scheduled to Work	Total No. of Man-shifts Absent	Percentage of Absenteeism due to				
				Sickness or Accident	Social or Religious Causes	Other Causes		All Causes
						With Leave	Without Leave	
1	2	3	4	5	6	7	8	9
<i>Cotton Mills—</i>								
Madras . . .	1	3,49,934	28,764	6.0	0.3	0.7	1.2	8.2
Madurai . . .	8	3,74,675	48,245	3.5	3.5	4.1	1.8	12.9
Coimbatore . .	14	4,88,271	57,306	4.0	0.7	4.5	2.5	11.7
Tirunelveli . .	5	2,88,963	34,368	4.9	2.4	4.2	0.4	11.9
Others . . .	5	1,21,410	11,890	3.7	0.6	4.0	0.9	9.8
<i>Woolen Mills—</i>								
Dharuwal . . .	1	73,970	3,318	0.8	—	2.6	1.0	4.4
<i>Iron and Steel</i>								
<i>Factories—</i>								
West Bengal . .	3	3,43,304	23,669	2.8	—	2.2	1.9	6.9
Bihar . . .	5	9,21,662	1,18,030	3.3	0.8	0.1	2.6	12.8
Madras . . .	1	22,917	2,968	4.6	3.1	4.8	—	12.5
<i>Ordinance Fac-</i>								
<i>tories—</i>								
West Bengal . .	3	2,88,413	18,735	1.7	0.5	3.6	0.7	6.5
Bombay . . .	5	2,38,109	24,367	3.4	0.0	0.0	0.8	10.2
Madhya Pradesh .	3	2,52,449	24,091	2.9	—	6.2	0.4	9.5
Uttar Pradesh . .	7	3,26,944	23,803	2.8	0.5	3.1	0.9	7.3
Madras . . .	1	30,032	3,259	3.7	—	7.1	0.0	10.8
<i>Cement Factories—</i>								
Andhra . . .	1	17,940	630	0.2	0.3	2.7	0.3	3.5
Madras . . .	2	78,232	0,147	3.6	1.1	0.5	0.4	11.6
Madhya Pradesh .	2	20,893	2,970	5.3	2.1	2.4	1.2	11.0
West Bengal . .	1	16,966	1,522	1.9	—	1.1	6.0	9.0
Bihar . . .	2	26,284	5,440	6.0	0.8	11.6	2.3	20.7
<i>Match Factories—</i>								
Bombay . . .	1	38,333	3,251	2.0	0.5	1.0	5.0	8.5
West Bengal . .	1	49,423	2,307	2.6	—	1.0	2.1	5.7
Uttar Pradesh . .	1	36,880	2,688	0.3	—	2.5	4.2	7.0
Assam . . .	1	22,636	2,108	4.4	—	3.9	1.0	9.3
Madras . . .	1	38,818	8,819	5.8	—	6.6	11.3	22.7
<i>Tramway Work-</i>								
<i>shops—</i>								
Bombay . . .	—	—	—	—	—	—	—	—
Delhi . . .	1	1,258	141	1.4	0.2	3.9	5.7	11.2
Calcutta . . .	1	29,880	2,648	1.5	1.6	—	5.7	8.8
<i>Telegraph Work-</i>								
<i>shops—</i>								
Bombay . . .	1	30,087	3,769	1.2	4.3	4.4	2.6	12.5
West Bengal . .	1	53,550	5,022	3.3	—	6.1	—	9.4
Madhya Pradesh .	1	32,784	2,692	0.5	—	7.7	—	8.2

Source—Monthly Returns on Absenteeism.

## Consumer Price Index Numbers

TABLE 23—INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS ALONG WITH THE CONSUMER PRICE INDEX NUMBERS FOR CERTAIN OTHER COUNTRIES  
(Base shifted to 1949=100)

Year	All India* original base 1949		U.K.	U.S.A.	Canada	Australia	Turkey	Ceylon	Japan	Pakistan		Burma
	General Index	Food Index								Karachi	Narayan-ganj	
1970	101	101	103	101	103	110	93	105	93	96	95	85
1951	105	104	112	109	114	133	94	110	108	100	99	83
1952	103	102	123	111	117	155	99	109	114	102	107	79
1953	106	109	127	112	116	162	103	111	121	113	106	77
1954	101	101	129	113	116	164	112	110	129	111	89	74
1955	96	92	135	112	116	169	122	110	128	106	90	76
1956	105	105	141	114	118	179	139	109	128	110	105	85
1957	111	112	147	118	122	183	155	112	132	120	116	92
1958	116	118	151	121	125	187	175	114	132	128	115	89
1958—												
Sept.	121	125	150	122	126	187†	184	114	132	129	119	94
Oct.	123	127	152	122	126		185	116	133	121	118	91
Nov.	122	126	152	122	126	189	193	115	132	116	113	86
Dec.	119	122	153	122	126		204	114	132	113	110	78
1959—												
Jan.	117	119	153	122	126	190	205	114	132	113	111	74
Feb.	118	120	153	122	126		212	111	131	114	111	73
March	117	118	153	122	126		213	114	132	116	113	75
April	117	119	152	122	125	191	213	115	132	116	112	74
May	119	122	151	122	126		(12)	115	131	117	113	75
June	122	126	151	122	126		213	116	132	118	115	75
July	124	128	151	123	126	193		115	133	120	118	77
Aug.	125(p)	129(p)	151	123	126			114	135		118	..
Sept.	125(p)	129(p)	151	123	127			114				..

\*To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with the 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all India index on bases 1944=100 during the month of Sept. 1959 was 172.50.

\*\*The Turkey Govt. discontinued the series for Istanbul on base 1938=100 and have started a fresh series on base 1948=100. The figures given above have been derived on the basis of the latter series.

† Relates to the quarter ending Sept., 1958.

Source—(i) I.L.O. except for all India Index. (ii) Labour Bureau for all-India Index.

TABLE 24—CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
(EXCLUDING LABOUR SERIES)  
(Base shifted to 1949=100)

State and Centres	Original Base	Index Number									
		Conversion factor	General				Conversion factor*	Food Group			
			Sep-tember 1959	August 1959	Sep-tember 1958	Average 1958		Sep-tember 1959	August 1959	Sep-tember 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11	12
<i>Bombay—</i>											
Bombay	July 1931 to June 1934	3 07	137	137	132	129	3 05	145	143	136	133
Ahmedabad	Aug. 1926 to July 1927	2 48	129	125	117	110	2 63	140	135	125	114
Sholapur	Feb. 1927 to Jan. 1928	2 90	117	116	109	105	2 92	138	137	125	118
Jalgaon	August 1939	4 25	117	117	112	107	4 62	126	126	117	109
Nagpur	August 1939	3 77	135	131	129	119	3 84	140	138	122	121
<i>Andhra Pradesh—</i>											
Hyderabad City	Aug. 1913 to July 1944	1 51	132	132	128	123	1 51	150	151	142	137
<i>Madras—</i>											
Madras City	July 1935 to June 1936	3 23	134	134	127	124	3 63	137	136	128	124
<i>Mysore—</i>											
Bangalore	July 1935 to June 1936	3 01	143	142	132	131	3 42	146	146	135	130
Mysore	Do	3 03	145	144	128	124	3 42	151	149	132	127
Kolar Gold Fields	Do	3 16	141(P)	142	132	130	3 34	134(P)	146	135	133
<i>Kerala—</i>											
Ernakulam	August 1939	3 68	124	123	117	114	4 53	130	128	121	118
Trichur	August 1939	3 58	135	132	122	119	4 35	143	139	125	120
<i>Uttar Pradesh—</i>											
Kanpur	August 1929	4 78	97	98	104	98	5 38	93	94	101	94

\*To obtain the index on original base the index figures given here should be multiplied by the conversion factor

Source—State Governments.

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TABLE 25—RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS  
(Excluding Labour Bureau Series)

State Series	Base Period—100	General Index					Local Index			
		September 1959	August 1959	September 1958	Average 1958	September 1959	August 1959	September 1958	Average 1958	1959
1	2	3	4	5	6	7	8	9	10	
1. Assam—	April 1951 to March 1952									
Tea workers in Assam Valley—										
1 Staff and Artisan		116	116	116	117	116	116	117	107	
2 Labourers		116	116	118	109	108	109	117	104	
Tea workers in Cachar Distt—										
1 Staff and Artisan	April 1951 to March 1952	127	127	121	115	138	137	128	119	
2 Labourers		116	118	109	103	118	129	109	101	
Rice and Flour Mill workers in Urban Areas—	1950									
1 Managerial and Mechanic class		100	99	105	100	96	97	105	90	
2 Labourers		100	99	107	100	97	97	109	98	
Rice and Flour Mill workers in Rural Areas—	1950									
1 Managerial and Mechanic class		101	100	105	99	99	97	103	90	
2 Labourers		101	100	107	100	97	95	105	90	
3. Rural Population in Assam—										
Flour Mills	1944	167	159	160	157					
2. Madhya Pradesh—										
1 Gwalior	1951	115P	114P	110	104	119P	117(P)	115	108	
2 Indore	1951	111P	109P	108	101	117P	114(P)	113	102	
3. Punjab—										
1 Patiala	1952 53			120	113			113	100	
2 Sarajpur	1955 56			117	115			120	122	
4. West Bengal—										
(i) Asansol and Raniganj Area	1951	115	118	117	107	119		124	109	
(ii) Dankura and Midnapore Area	1951		120	120	110			131	116	
(iii) Bellurum Area	1951		125	123	119			137	128	
(iv) Midnapore West Durgam Area	1951		91	99	90			94	93	
(v) Nadia Murshidabad	1951		99	101	94			103	93	
(vi) Calcutta	1944	153	156	153	147	160	165	163	152	

Source - State Governments.

**LABOUR BUREAU CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
DURING SEPTEMBER 1959**

The Consumer Price Index Numbers for Working Class for 20 centres are set out in the following tables. These index numbers with the exception of those for Bhopal, Beawar, Satna and Mercara (for which the base periods are the calendar year 1951 August 1951 to July 1952 and the calendar year 1953 in the last two cases, respectively) measure from the level of 1949 to which the base period has been arithmetically shifted the overall changes in the retail prices of goods and services purchased by the working class. Details of the method used for converting the figures on original base to the new base year 1949 are given in the July 1955 and January 1956 issues of the "Indian Labour Gazette". The corresponding index numbers for the latest available month on base 1944-100 are also given in the relevant table.

As compared to the previous month the index number for Akola recorded the maximum rise of 5 points. The index number for Cuttack advanced by 3 points. The index number for Satna declined by 3 points. The index numbers for 10 centres showed only minor fluctuations. Provisional figures are not commented upon here.

Remarks on the more important movements in the index numbers and prices for September 1959 are given below, only those for Delhi relate to October 1959. In view of the primary interest in the increase in prices, the number of points by which price relatives moved is also shown in the brackets against the items. In case of decline, the number is given with minus sign.

#### *Delhi*

The index number appreciated by 2 points during October 1959 after having remained almost stationary during the preceding month and stood at 120. The food group index number advanced by 2 points mainly due to a rise in the prices of moong dal (11), pure ghee (2), potatoes (4), onions (18) and chillies (18). The fuel and lighting group index number declined by 1 point due to a fall in the price of firewood (-2). The clothing group index number advanced by 6 points mainly due to higher quotations for dhoti (4), markin (11), and shirting (28). The miscellaneous group index number remained stationary.

#### *Ajmer*

The index number appreciated by 1 point after having remained almost stationary during the preceding month and stood at 106. The food group index number advanced by 1 point due to higher quotations for rice (7), sugar (25) and onions (9). The fuel and lighting and the clothing group index numbers also moved up by 1 point each on account of a rise in the price of firewood (1) in the former and of shirting (4) and coating (3) in the latter. The miscellaneous group index number remained stationary.

#### *Dehri-on-Sone*

The index number registered only a fractional rise and stood at 101, when rounded upto the nearest integer. The food group index

number appreciated by 1 point due to higher quotations for wheat (2) and chillies (3) The fuel and lighting group index number also advanced by 1 point on account of a rise in the prices of fire-wood (3) and soft coke (3) The clothing and the miscellaneous group index numbers remained stationary.

### *Monghyr*

The index number showed only a fractional rise and stood at 99, when rounded up to the nearest integer The food group index number declined by 1 point mainly due to lower quotations for rice (-2), and wheat atia (-2) The clothing group index number went up by 3 points mainly due to a rise in the prices of saree (2), shirting (4) and coating (7) The miscellaneous group index number declined by 1 point due to a recession in the prices of pan-supari (-2) The fuel and lighting group index number remained stationary.

### *Cuttack*

The index number advanced by 3 points reversing the downward trend noticed since July 1959 and stood at 121 The food group index number appreciated by 1 point mainly due to higher quotations for gourd (20) and sugar (19) The fuel and lighting group index number moved up by 8 points on account of a rise in the prices of firewood (12) The miscellaneous group index number advanced by 5 points on account of an appreciation in the prices of pan (16) and supari (12) The clothing group index number remained stationary.

### *Gauhati*

The index number showed only a fractional fall and remained stationary at 102 All the group indices also did not record any appreciable movement and remained stationary when rounded to the nearest integer

### *Tinsukia*

The index number declined by 1 point reversing the upward tendency noticed last month and stood at 120 The food group index number receded by 1 point mainly due to lower quotations for rice (-7) and fish (-24) The clothing group index number advanced by 1 point to a rise in the price of saree (1) The fuel and lighting and the miscellaneous group index numbers remained stationary

### *Akola*

The index number further advanced by 5 points continuing the upward trend noticed since May, 1959 and stood at 115 The food group index number appreciated by 4 points on account of rise in the prices of rice (12), wheat (4), Juar (4), mutton (12), milk (8), falli-oil (4) and chillies (9) The fuel and lighting group index number advanced by 7 points due to higher quotations for firewood (8) The clothing group index number advanced by 1 point due to rise in the prices of saree (3) The miscellaneous group index number advanced by 7 points due to increase in the barber-charges (26) and rise in the price of pan (13),

*Kharagpur*

The index number showed only a fractional fall and remained stationary at 115, when rounded upto the nearest integer. The food group index number declined by 1 point mainly due to lower quotations for rice (-5). The fuel and lighting group index number appreciated by 2 points on account of a rise in the prices of coal (12) and cowdung cakes (16). The clothing and the miscellaneous group index numbers remained stationary.

*Mercara (Base 1953=100)*

The index number further advanced by 1 point continuing the upward trend noticed since March 1959 and stood at 130. The food group index number appreciated by 2 points due to a rise in the prices of chillies (6), tamarind (26) and tea ready-made (22). The clothing group index number went up by 1 point mainly due to higher quotations for saree (2). The fuel and lighting and the miscellaneous group index numbers remained stationary.

*Bhopal (Base 1951=100)*

The index number remained stationary at 115. All the group indices also did not record any appreciable movement and remained stationary when rounded up to the nearest integer.

*Beawar (Base: August 1951 to July 1952=100)*

The index number showed only a fractional fall and stood at 103 when rounded upto the nearest integer. The fuel and lighting group index number receded by 4 points due to lower quotations for firewood (-4). Other group index numbers remained stationary.

*Satna (Base 1953=100)*

The index number declined by 3 points after having remained almost stationary during the preceding month and stood at 99. The food group index number receded by 4 points due to a fall in the prices of rice (-4), wheat (-2), berri (-5), junahari (-12) and kodai (-16). The fuel and lighting group index number declined by 6 points due to a recession in the prices of firewood (-12) and cowdung cakes (-2). The miscellaneous group index numbers appreciated by 1 point mainly due to higher quotations for earthen pot (67). The clothing group index number remained stationary.

**ESTIMATED DELHI CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS ON PRE-WAR BASE: AUGUST 1939=100**

Based on the 'weights' taken from the average family expenditure revealed by the Family Budget Enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October 1943 to October 1944, the consumer price index numbers on the original base 1944=100 for September 1959 and October 1959 were 156.26 and 158.37 respectively.

To meet the need for an index number on pre-war base, the Chief Commissioner, Delhi, worked out an index number series with price base August 1939 and weights according to the family budget enquiry (just mentioned) adjusted to August 1939 prices. In this series the average index for 1944 worked out to 260.8. Linking this figure with index number for 1944 in the original Labour Bureau Series, the Consumer Price Index Number for the month of October 1959 on pre-war August 1939 base may be estimated to be 413.03.

TABLE 26—LABOUR BUREAU CONSUMER PRICE  
(Base shifted to 1949=100 except

Index

Centre	General					Food group				
	Conversion factor†	Sept 1959	Aug 1959	Sept 1958	Average 1958	Conversion factor†	Sept 1959	Aug 1959	Sept 1958	Average 1958
1	2	3	4	5	6	7	8	9	10	11
Delhi	1 32	113†	118	117	113	1 26	122	122	124	117
Ajmer	1 61	106	105	111	103	1 59	109	108	115	104
Jamshedpur	1 38	132P	129P	131	123	1 39	139P	135P	138	125
Jharia	1 39	105	106	113	108	1 59	107	108	119	113
Dehr-on-Duwa	1 70	101	101	109	104	1 80	97	96	110	107
Morhar	1 71	99	99	112	102	1 69	95	96	113	101
Cuttack	1 47	121	118	121	116	1 53	120	119	122	113
Berhampur	1 51	118P	117	120	115	1 66	123P	122	126	120
Ganbat	1 28	102	102	109	103	1 29	107	107	117	109
Sikhar	1 28	112	114	113	107	1 41	114	117	114	107
Tinokia	1 10	120	121	127	118	1 13	119	120	130	118
Ludhiana	1 64	100P	100	99	96	1 77	94P	98	97	91
Akola	1 68	115	110	105	101	1 97	109	105	98	92
Jabalpur	1 51	107P	109P	108	109	1 52	99P	101P	106	105
Kharagpur	1 37	115	115	121	113	1 42	115	116	125	113
*Merrara	—	130	129	119	121	—	139	137	125	127
*Plantation Centres	—	127	128	113	113	—	130	130	113	112
*Bhopal	—	115	115	118	111	—	108	108	113	103
*Deawar	—	103	103	107	100	—	96	96	98	89
*Satna	—	99	102	110	104	—	93	97	111	102

Source—Labour Bureau

†October 1959 index figure 120.

‡To obtain the index on original  
The original base for centres marked with an asterisk  
(Vayitkar and Valpara) January to June 1949=100  
The final figure for Jharia for the month of



# INDEX NUMBERS FOR WORKING CLASS for centres marked with an asterisk).

Numbers

Fuel and lighting group					Clothing, Bedding and Foot wear group					Miscellaneous group					Conversion factor
Conversion factor	Sept 1959	Aug 1959	Sept 1958	Average 1958	Conversion factor	Sept 1959	Aug 1959	Sept 1958	Average 1958	Conversion factor	Sept 1959	Aug 1959	Sept 1958	Average 1958	Conversion factor
12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
1 81 1 65	82 103	85 102	74 94	74 93	1 25 1 83	106 94	100 93	116 96	140 97	1 48 1 61	113 106	112 106	113 113	111 113	130 26 170 91
1 66 1 28	101 96	104 96	104 83	104 83	1 18 1 06	116 99	136 97	134 97	132 99	1 49 1 83	117 98	118 99	119 91	117 93	182 02 167 16
1 47 1 31	102 75	101 75	97 84	98 83	1 31 1 29	122 131	122 131	113 121	113 119	1 85 1 11	105 104	105 109	101 108	100 103	171 44 168 93
1 40 1 53	114 108	106 103	104 97	106 91	1 30 1 28	116 101	116 101	111 107	112 103	1 41 1 46	115 114	110 113	131 112	133 112	177 81 182 26
0 67 1 50	139 103	130 103	141 103	141 103	2 15 1 35	64 120	64 122	66 122	65 122	1 46 1 17	92 97	92 99	92 93	89 100	130 25 154 32
0 58 1 57	112 73	112 73	99 73	98 74	1 30 1 02	131 134	133 134	133 131	133 135	1 11 1 76	119 97	119 97	118 97	114 93	131 62 163 51
1 90 1 43	104 109	97 108	107 101	103 105	1 60 1 23	147 112	146 112	113 111	113 110	1 12 1 76	127 125	120 129	115 117	114 124	192 39 161 13
1 14 —	135 108	133 108	129 111	128 109	1 53 —	99 112	99 111	102 103	102 103	1 42 —	120 108	120 108	112 104	112 103	157 12 ..
— —	121 121	121 121	120 120	121 121	— —	139 113	139 113	136 118	136 114	— —	110 142	110 142	104 141	105 136	.. ..
— —	158 103	162 111	168 94	164 94	— —	106 111	106 111	119 119	118 109	— —	111 130	111 129	112 125	103 119	.. ..

[Oct. 1959 index figure 158 27.

Base the figures given above should be multiplied by the conversion factor

as follows—Muzrai : 1953 - 100 Plantation Centres (comprising Gudalur, Kullakambay,

Ihopal 1951 - 100 Coimbatore August 1951 to July 1952 - 100 and Batna : 1951 - 100.

July, 1959 was 107.

TABLE 27—CONSUMER PRICE INDEX NUMBERS FOR MIDDLE CLASS, LOW PAID EMPLOYEES AND RURAL POPULATION IN CERTAIN STATES  
(Base shifted to 1949=100)

Name of Centre	September 1959	August 1959	September 1958	Average 1958
<b>MIDDLE CLASS</b>				
1 Calcutta . . . . .	—	—	113P	108P
2 Asansol . . . . .	—	—	121P	112P
<b>LOW PAID EMPLOYEES</b>				
1 Vrakhapatnam . . . . .	128	128	119	120
2 Eluru . . . . .	113	131	125	120
3 Cuddalore . . . . .	129	118	115	112
4 Tiruchirappalli . . . . .	116	115	106	104
5 Madurai . . . . .	117	116	106	105
6 Coimbatore . . . . .	121	120	114	114
7 Kozhikode . . . . .	119	116	108	106
8 Bellary . . . . .	121	121	112	112
<b>RURAL POPULATION</b>				
1 Advivaram . . . . .	125	126	116	115
2 Thettangal . . . . .	146	149	119	123
3 Alampur . . . . .	127	130	118	114
4 Madhavaram . . . . .	117	117	123	118
5 Puliyur . . . . .	122	122	114	113
6 Agaram . . . . .	128	126	117	118
7 Thulayanatham . . . . .	105	105	104	103
8 Triodu . . . . .	147	147	120	121
9. Gokilapuram . . . . .	108	108	104	103
10. Kinnathukudavu . . . . .	115	114	111	110
11. Guduvancheri . . . . .	106	106	99	98
12. Kunnathur . . . . .	109	109	108	106
13. Koduvalli . . . . .	—	105	96	97

Source: State Governments.

## Retail and Wholesale Prices

PRICE RELATIVES OF CERTAIN SELECTED ARTICLES OF CONSUMPTION AT 18  
—URBAN AND 12 RURAL CENTRES FOR THE MONTH OF SEPTEMBER 1959

(Base. 1949=100)

Simple price relatives of certain selected articles of consumption at 18 Urban and 12 Rural centres for the month of September 1959 are given in the following tables. These measure the percentage variations in the retail prices of individual items as compared to their prices during the year 1949. Further details in regard to the compilation of these price relatives have been published in the October 1953 issue of the 'Indian Labour Gazette'. Articles for which the price relative during the month of September 1959 showed variations of 10 points or more from the corresponding figure in the previous month are given against each centre in the statement below. The magnitude of variation is also shown in brackets. In case of a decline the number is given with a minus sign.

Name of the centre and State	Names of the commodities and variations in their price relative in brackets
(1)	(2)
	<i>Urban Centres</i>
<i>Bombay—</i>	
Surat . . .	Wheat (16), Rice (23), Chillies (17), Onions (22), Potatoes (+10).
<i>Bihar—</i>	
Patna . . .	Barley (—12), Maize (—17), Gur (—18), Potatoes (—17)
<i>Uttar Pradesh—</i>	
Lucknow . . .	Wheat (13), Moong Dal (—11), Onions (19).
Agra . . .	Sugar (—26), Onions (10).
Bareilly . . .	Moong Dal (—13), Onions (10), Pan (13).
Banaras . . .	Wheat (—20), Mash Dal (—12), Sugar (—30).
Meerut . . .	Chillies (—19), Onions (10), Milk (—18).
<i>West Bengal—</i>	
Howrah . . .	Rice (—11), Gram (—20), Gram Dal (—14), Arhar Dal (—15), Turmeric (—15), Fish (—13), Potatoes (—10).
Budge-Budge . . .	Rice (—35)
Kankinara . . .	Rice (—11), Moong Dal (—10), Onions (—12), Pan (—38).
Gaunipore . . .	Chittoo (—11), Gram Dal (—11), Fish (11), Potatoes (—17), Supari (—16).
Serampore . . .	Rice (—34), Gram (—10), Fish (—20), Potatoes (—12), Pan (—27).
Kanchrapara . . .	Rice (—13), Hair oil (—10).
<i>Assam—</i>	<i>Rural Centres</i>
Mairang . . .	Rice (—30), Sugar (17).

(1)	(2)
<i>Bihar—</i>	
Teghra @ . . .	Chattoo (—13), Gram Dal (12), Arhar Dal (10), Sugar (—11), Pan (—35).
<i>Bonlay—</i>	
Lakh . . .	Jowar (16).
<i>Madhya Pradesh—</i>	
Salamatpur . . .	Rice (10), Chillies (11), Turmeric (15).
<i>Mysore—</i>	
Kudchi . . .	Jowar (11), Sugar (10).
Malur . . .	Sugar (11), Gur (13), Onions (—13), Soap Washing (16).
<i>Orissa—</i>	
Bambra . . .	Sugar (17), Milk (—13).
Muniguda . . .	Sugar (28).
<i>Rajasthan—</i>	
Nana . . .	Moong Dal (—12), Gur (11), Kerosene oil (—20), Tobacco (—1').

@ Base 1956=100.

TABLE 28—contd.

Items	Gauropore (West Bengal)	Serampore (West Bengal)	Kanchrapara (West Bengal)	Krishna (Andhra Pradesh)	Madang (Assam)	Thagra (Bihar)*	Lath (Bombay)	Mulap (Madhya Pradesh)	Salamatpur (Madhya Pradesh)	Kudchi (Mysore)	Malur (Mysore)	Banra (Orissa)	Munguda (Orissa)	Nana (Rajasthan)	Shankargach (Uttar Pradesh)
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
<b>Cereals—</b>	@		@												
Wheat . . .	87	91	87	—	—	116	—	—	87	—	—	—	—	65	90
Rice . . .	107	141	157	138	118	135	—	133	105	124	178	138	89	—	106
Gram . . .	88	110	108	—	—	100	—	—	—	—	74	—	—	—	113
Jowar . . .	—	—	—	167	—	94	193	69	—	133	—	—	—	—	114
Barley . . .	—	—	—	—	—	113	—	—	—	—	—	—	—	63	97
Maize . . .	—	—	—	—	—	95	—	—	—	—	—	—	—	61	—
Chattoo . . .	96	102	114	—	—	115	—	—	—	—	—	—	—	—	—
<b>Pulses—</b>															
Moong Dal . . .	114	101	125	—	—	91	—	—	208	—	84	—	128	70	—
Mash Dal . . .	—	—	—	—	—	132	—	98	—	—	—	—	—	—	103
Gram Dal . . .	82	93	94	105	—	133	91	—	—	75	—	—	—	68	—
Arhar Dal . . .	134	127	124	129	84	112	126	145	204	150	92	109	132	—	135
<b>Other Food Articles</b>															
Sugar . . .	123	119	114	127	132	142	—	—	129	121	128	140	206	159	126
Gur . . .	84	121	121	94	119	148	133	92	147	138	120	117	—	129	102
Ghee Vanaspathi . . .	80	—	92	—	—	114	—	—	—	—	—	—	—	—	—
Ghee Pure . . .	100	91	105	148	—	113	—	126	140	—	—	—	101	111	—
Edible Oil . . .	80	85	69	98	91	100	107	93	96	100	344	95	99	95	92
Tea . . .	124	123	130	110	133	106	119	128	152	132	132	—	146	109	—
Salt . . .	92	100	75	75	86	92	71	80	120	67	90	63	60	120	82
Chillies . . .	74	108	103	154	94	101	147	103	127	208	160	151	141	122	108
Turmeric . . .	64	78	94	86	88	56	52	68	86	68	147	53	141	68	68
Meat . . .	95	109	102	160	—	105	—	151	—	—	—	—	—	120	—
Fish . . .	129	107	123	—	123	144	—	—	—	—	—	—	—	—	—
Onions . . .	61	60	61	83	93	143	—	—	100	139	100	70	150	—	51
Potatoes . . .	108	110	114	—	117	140	—	—	—	—	108	—	—	—	—
Milk . . .	113	106	250	139	—	100	48	100	188	135	100	145	102	100	93
<b>Fuel and Lighting</b>															
Fire wood . . .	97	88	112	—	—	—	—	—	—	—	—	—	—	—	—
Match Box . . .	120	120	120	80	100	80	100	140	113	125	120	120	120	100	100
Kerosene Oil . . .	118	100	100	—	119	108	92	100	112	—	89	124	75	103	111
<b>Miscellaneous—</b>															
Bidi . . .	100	129	123	136	80	100	106	—	107	120	100	100	106	119	100
Tobacco . . .	72	118	99	—	70	75	—	182	—	—	133	75	—	128	90
Soap Washing . . .	66	99	103	107	69	118	156	218	314	108	433	158	75	103	88
Hair Oil . . .	132	121	134	93	—	148	118	—	—	117	73	116	126	—	—
Pan . . .	54	111	138	—	42	183	—	—	—	—	—	—	—	—	—
Supari . . .	227	223	264	—	181	187	—	262	217	—	176	230	—	—	189

\* Base : 1956=100.

TABLE 29—ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES (REVISED SERIES)

(Base: 1952-53=100)

1	Cereals	Pulses	All food Articles	Industrial Raw Materials	Manufactured Articles	General Index All Commodities	
						New Series	New Series converted to old base (year ended Aug. '39=100)†
2	3	4	5	6	7	8	
1953* Average . .	100	96	109	110	100	103.6	401.9
1954 Average . .	84	66	98	104	100	99.6	379.1
1955 Average . .	73	66	85	97	99	91.6	348.9
1956 Average . .	92	78	99	113	105	102.6	390.5
1957 Average . .	102	85	107	118	108	108.7	413.7
1958 Average . .	105	94	112	115	108	111.0	422.5
1958—							
September . .	115	105	121	119	109	116.5	443.4
October . .	114	109	121	117	109	116.2	442.3
November . .	111	112	118	113	109	114.0	433.9
December . .	105	111	113	113	108	111.4	424.0
1959—							
January . .	105	117	114	114	108	112.3	427.4
February . .	105	121	116	118	108	113.2	430.8
March . .	102	113	114	116	108	112.3	427.4
April . .	99	96	113	116	108	111.9	425.9
May . .	99	95	116	120	108	114.0	433.9
June . .	102	96	119	120	109	115.6	440.0
July . .	107	96	121	120	109	116.8	444.5
August . .	109	93	122	119	110	117.1	445.7
September . .	108	90	121	122	110	117.1	445.7

\*Average of 9 months ending December.

†Figures have been obtained on the basis=100 of the new series=380.6 (being the average for 1952-53 of the old series)

Source: Office of the Economic Adviser, Ministry of Commerce &amp; Industries, Govt. of India.

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